

The Journal of **ELECTRICAL WORKERS** AND OPERATORS

RECORDING · THE · ELECTRICAL · ERA

VOL. XXVII

WASHINGTON, D. C., JUNE, 1928

NO. 6

EMPLOYEE
Stock Ownership
Unmasked—

OFFICIAL PUBLICATION
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

DEVOTED TO THE
CAUSE OF
**ORGANIZED
LABOR**



AFFILIATED WITH THE
AMERICAN FEDERATION
OF LABOR IN ALL ITS
DEPARTMENTS

SUMMER IS ALMOST HERE

HAVE YOU DONE YOUR INSURANCE HOUSECLEANING?

The good old fashioned spic-and-span housekeeper (you know the kind; there aren't so many these days) felt as if she had committed a serious social error, to say the least, if housecleaning was not all completed before the first hot days.

She knew it was efficient to get it out of the way in the cool weather, and leave the warm weather free and clear for lighter duties and some enjoyment. And how good she felt when it was all done!

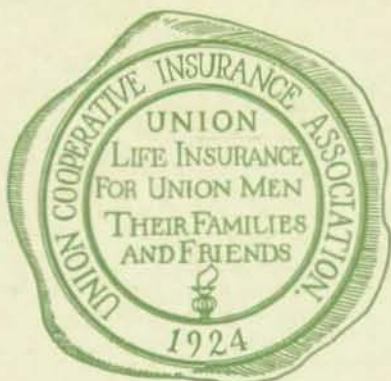
Life insurance is like that. You take care of it efficiently at the proper time—**while you are in good health**—and then you can rest secure in the knowledge that come what may there is a tidy sum of **real dollars ready and waiting**.

WHO DOESN'T WANT REAL DOLLARS?

WE DO, AND WE FEEL SURE THAT YOU DO, ALSO.

So why not take care of John's education by taking an educational policy; a straight life policy (the lowest cost kind) for a clean-up policy when you die; an endowment for your old age; a policy to take care of the "little woman" in the hard days of adjustment if you should be taken first; or whatever situation it is you need most to protect?

Then think of the sigh of relief you can give, like the housekeeper, when you realize—"There, that's done at last. NOW I can settle back and enjoy life."



This company issues the standard forms of life insurance for men, women and children, joint life policies for husband and wife, endowment at age 65, home safeguard policies, children's educational policies, and group life insurance for labor organizations.

Write today and get information and rates.

Union Cooperative Insurance Association

HOME OFFICE: MACHINISTS' BUILDING

WASHINGTON, D. C.

OFFICIAL ORGAN OF THE
**INTERNATIONAL
ELECTRICAL WORKERS AND OPERATORS**

PUBLISHED MONTHLY

G. M. BUGNIAZET, *Editor*, Machinists' Building, Washington, D. C.

This Journal will not be held responsible for views expressed by correspondents.

The first of each month is the closing date; all copy must be in our hands on or before.

EXECUTIVE OFFICERS

International President, J. P. NOONAN,
506 Machinists' Bldg., Washington,
D. C.

International Secretary, G. M. BUG-
NIAZET, 506 Machinists' Bldg., Wash-
ington, D. C.

International Treasurer, W. A. HOGAN,
647 South Sixth Ave., Mt. Vernon,
N. Y.

INTERNATIONAL

VICE PRESIDENTS

E. INGLES, 559 St. James St., London,
Ont., Can.

J. T. FENNELL, 45 Parkman St., Dor-
chester, Mass.

E. F. KLOTER, Machinists' Bldg., Wash-
ington, D. C.

A. M. HULL, P. O. Box 1196, New
Orleans, La.

H. H. BROACH, Machinists' Bldg.,
Washington, D. C.

D. W. TRACY, 2505 Yupon Street,
Houston, Tex.

T. C. VICKERS, 537 Pacific Bldg., San
Francisco, Calif.

E. J. EVANS, 130 N. Wells St., Room
1201, Chicago, Ill.

INTERNATIONAL

EXECUTIVE COUNCIL

CHAS. P. FORD, *Chairman*,
Machinists' Bldg., Washington, D. C.

First District ----- G. W. WHITFORD
1517 Third Ave., New York, N. Y.

Second District ----- F. L. KELLY
95 Beacon St., Hyde Park, Mass.

Third District ----- M. P. GORDAN
607 Bigelow Blvd., Pittsburgh, Pa.

Fourth District ----- EDWARD NOTHNAGLE
110 R St., N. E. Washington, D. C.

Fifth District ----- M. J. BOYLE
4923 Grand Blvd., Chicago, Ill.

Sixth District ----- G. C. GADBOIS
1532 No. Boston St., Tulsa, Okla.

Seventh District ----- C. F. OLIVER
2524 Bryant St., Denver, Colo.

Eighth District ----- J. L. McBRIDE
165 James St., Labor Temple,
Winnipeg, Can.

TELEPHONE OPERATORS'

DEPARTMENT

President ----- JULIA O'CONNOR
1108 Tremont Bldg., Boston, Mass.

Secretary ----- MARY BRADY
1110 Tremont Bldg., Boston, Mass.

Contents

	Page
Frontispiece	282
Employee Stock Ownership	283
Peace Doctors Isolate Dread War Bacillus	288
Labor's Triumph Told by British Liberal Report	289
Company Union Falls from Press-Agented Pedestal	290
Greatest Store Structure to Be Union Built	291
Women Workers of South Study Mill Problems	292
Church Report on Coal Should Cheer Miners	293
Epoch-Making Policy Set in Injunction Bill	294
Skyscraper, Skyscraper, Tell Us Your Story	295
Mysteries of Voice, Line, Color Transmission Explained	296
Cartoon	297
Editorial	298
Woman's Work	300
Radio	302
How St. Louis Radio Men Were 100 Per Cent Organized	303
Constructive Hints	304
Everyday Science	305
Correspondence	306
In Memoriam	320
The Octopus	325
Local Union Official Receipts	335

Magazine Chat

In our sentimental moments, we are inspired to write letters to our unknown friends. There are many of them; we are learning, and in our warmth of emotion, we conclude that there must be many more, whose identity remains hidden. When they make themselves known, shyly often, sometimes gladly, we feel as if someone had left a gift on our doorstep.

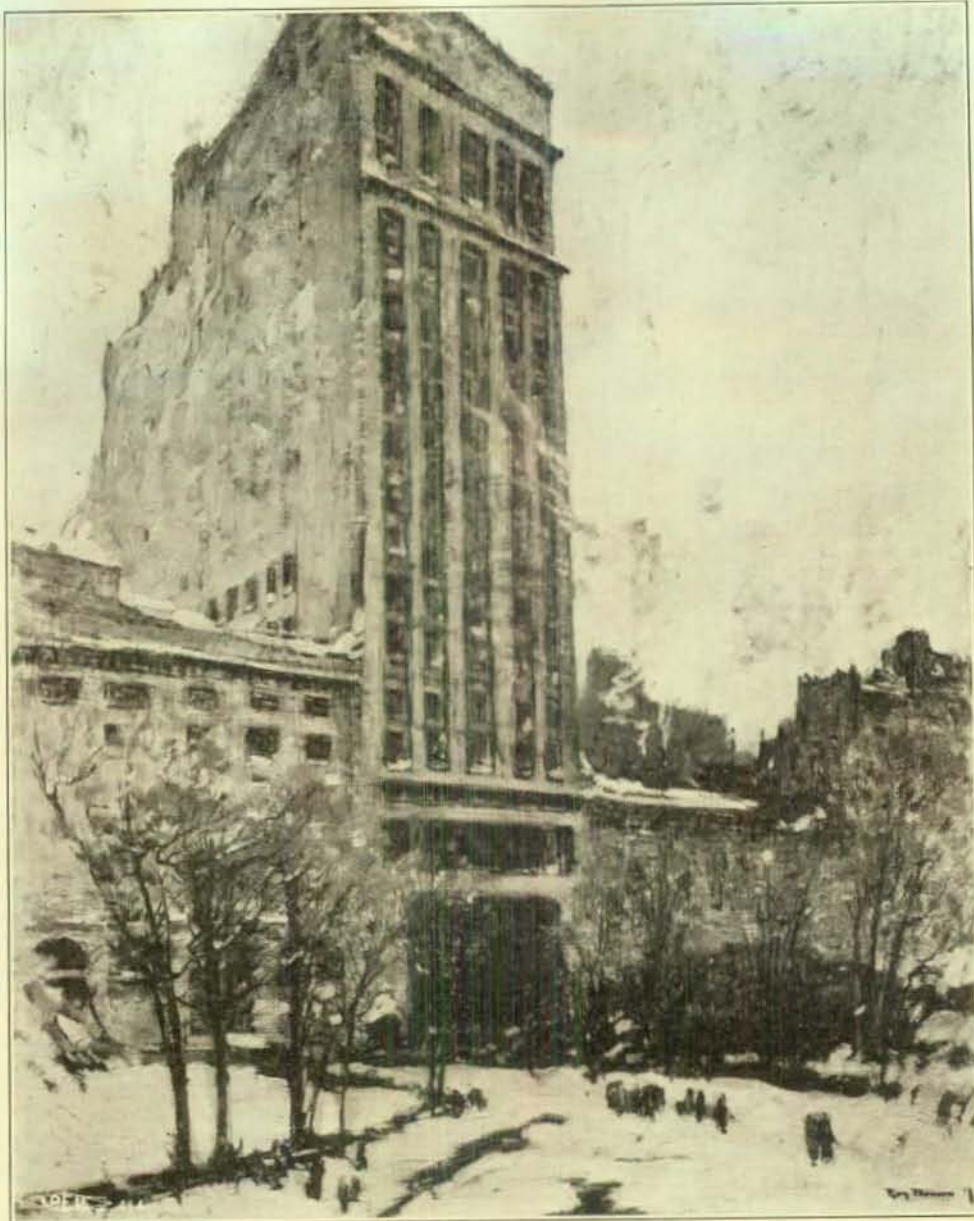
Out in the midwest, there is an editor of a farm journal, with a half million circulation. We did not know that he knew the Electrical Workers' Journal existed. Today we had proof that he was a regular reader, and thought enough of us to boost us with his friends. * * * In New York City, there is an aggressive and thriving trade magazine—to confess the truth—which we never had heard of until today. Now the editor writes, "I have been reading your magazine with great interest. We find that there are articles in your Journal that we would like to reprint from time to time with your permission, of course." * * * A lady in the far west coast of Canada writes to say she liked very much the article about Gerrit Beneker in our May issue. She found life a little more worth while, she said, because of Beneker's art. Which, by the way, is the function of painting, music and great literature.

So it goes. Our unknown friends, as they occasionally reveal themselves, stir us to new efforts. They do for us what they say we do for them.

We are especially proud of the article by Willard Fisher in this issue. We hope it will get wide reading. Professor Fisher is an authority in his field, of impeccable scholarship, and unimpeachable integrity. We prize his co-operation.

Letters from our correspondents fell off this month—slightly. We know how it is, boys. Warm weather, gardens, fishing, the flivver to paint up, picnics, baseball—and for the younger ones, a little love-making. Why not? We can't be facing stern problems all the time.

Our July and August numbers will not be "slow" by any means.



"THE SKYSCRAPER"

By ROY BROWN (American)

In the twenty-fifth Carnegie Institute International Exhibition (Pittsburgh) Oct. 14-Dec. 5, 1926



THE JOURNAL OF ELECTRICAL WORKERS & OPERATORS

Official Publication of the International Brotherhood of Electrical Workers

Entered at Washington, D. C., as Second Class Matter Acceptance for mailing at special rate of postage provided for in Section 1103, Act of October 3, 1917, authorized March 28, 1922

SINGLE COPIES, 20 CENTS

\$2.00 PER YEAR, IN ADVANCE



Vol. XXVII

WASHINGTON, D. C., JUNE, 1928

No. 6

Employee Stock Ownership: Investment or Speculation?

By WILLARD C. FISHER

AMERICAN corporations which have offered their stock for subscription by their employees have given a number of reasons for their action. A few have avowed frankly their wish to create a new demand for their securities and thus to make easier the satisfaction of their increasing requirements of capital. More have mentioned their anticipation of a reduced turnover of labor, a longer retention of seasoned employees, and a stimulated interest, loyalty and efficiency in their workers—in short, a lower labor cost. In their trade conferences and in their trade journals their spokesmen have declared reasonable the expectation that employees owning shares may feel in themselves something of the capitalist and employer and so prove less heedful of the pleas of radical agitators and more tractable and obedient to their superiors. Thus in a number of ways the corporations are thought to gain and prosper and their prosperity to redound to the good of the employees. A purpose to help the employee more directly has been declared by some, a wish to give him a new impulse to personal frugality and a new means of gaining an influence in the control of the corporation for which he works.

But no reason is named more often or stressed more strongly than the benevolent purpose to afford the employee an opportunity for the safe and profitable investment of his savings. Indeed, this motive must be taken as underlying all the others; it must be presumed in every one. No laborer could be expected to turn away from the blandishments of the radicals, to forego organization and strikes, to cling to his service, delve hard, obey his masters, resist at every turn enticements to pleasant spending, live within his modest income, economize his money, and entrust it to his employer, if in the end his small funds, hard to earn and harder to save, may be lost. And only the employer who is without conscience or scruples would plan to raise capital, improve his labor conditions and reduce his labor costs at the peril of his employee's precious savings.

Upon its investment character, therefore, must hang the approval of employee stock ownership. There may be other reasons making for its acceptance or its rejection. But all of these are of minor importance. If it cannot stand as an investment, it cannot stand at all. Unless it can be found to meet the accepted tests for sound investment, nothing else can justify it.

Is it, then, a good investment? In practice has it proved a safe and sound investment? as investments are approved by competent judges?

What is a good investment

for the ordinary American employee? the man who, with his family, depends for the most part upon his current earnings, who knows that these are likely to be interrupted from time to time by illness or unemployment, but who finds that in good year a close economy will enable him to save a hundred dollars or so and that in the course of time, if no misfortune befalls, he may hope to accumulate the equivalent of his normal earnings of a few years?

In any conclusive answer to this question much is to be said for his deferring long, or for omitting altogether, the purchase of any securities whatever with his small funds. A New York journal of never-questioned disinterestedness and integrity and of wide circulation among people who find it possible to get ahead slowly in life long has published advice for investors. In a recent issue it carried an article under the heading: "Investing the First \$1,000," which prefaces its positive suggestions with these words: "We will say that he has been married about ten years and has paid for a modest home, carries adequate life insurance and maintains a savings account at his bank." Here in a single sentence is implied the soundest of advice for the humble investor, as perhaps also for all investors. No discussion of security investments can be decisive, if, indeed, it can be worthy of serious attention, which ignores it. Life insurance, because of its peculiar character as insurance and its uniquely beneficent provision against family disaster, has an unclouded first claim upon the funds which any person with others dependent upon him can make available for it. Was it not Professor Edmund J. James who pronounced life insurance the most beneficent of human institutions? A savings account, bearing a fair interest yet instantly available without depreciation, is a highly important provision for minor emergencies. And for many laborers, as for most other persons, there is financial wisdom as well as other advantage in being the full and permanent master of one's own home. Per-

*The Christian Herald, July 2, 1927, p. 589.

EMPLOYEE OWNERSHIP

Willard C. Fisher is an acknowledged authority on employee stock ownership. This present study is perhaps the most exhaustive thus far made in the United States. Professor Fisher who until 1927, taught economics at New York University is an independent investigator and writer. His interest in questions affecting labor is attested by the fact that Connecticut employed him to draft its first Workmen's Compensation Statute. He lives at Middletown, Connecticut.

haps still other forms of investment often should be put before the purchase of any securities whatsoever, even before any of the forms which have been mentioned just now. Likely there are millions of Americans who have placed the education of themselves or their children first of all.

One and Only Consideration

But all of these matters may be left out of the account at present. Let it be assumed that all prior investments have been made, so that the time has come for the purchase of securities. And let all other considerations than investment value be ignored, at least for now, as probably they should be ignored forever. There is not one general fact in American or European experience to indicate or promise the ordinary employee's control or appreciable influence in corporation management. Nor has any employee of the rank and file ever found that his stock certificate has secured him such a knowledge of the corporation's condition and policies as could help him to watch and judge his investment. And legitimate pride of ownership can be gratified as well, or better, in other ways, in knowing that one's house is one's own, that he holds bonds of his government or an adequate life insurance for the protection of his dependents, or that he has money in the bank upon which he can draw in case of need.

How, then, do the stocks of his employing corporation meet the ordinary employee's needs in the field of security investment? What are his investment needs in a security? Unquestionably, he needs safety first of all. This requisite has been stressed so constantly by all reputable advisors for all investors that there can be now not the least occasion to stress it in the interest of the employee. Nobody needs safety more than he.

But what is meant by safety in an investment? In the declared judgment of most experts, it primarily is safety of principal, that is, approximate certainty that what is bought will not fall in value, with no more than secondary regard for certainty of income. For, whatever may happen to income,

if only principal value be maintained, the owner never will find great difficulty in changing over to some one of the solid investments which do yield an assured income at the prevailing rate.

The other desirable element of safety in a security investment is an assurance of permanent income, that is, approximate certainty that bond interest will not default and that stock dividends will not decrease or cease. This, of course, is connected intimately with safety of principal, is, in

fact, a great part of the basis of the latter. It would be of the first importance to the employee investor, as to all other true investors, if it were not for his proved propensity to sell out his holdings whenever their principal value is falling in the market. Only this general propensity, which he shares with other classes and which often is an unreasoned and unwise one, makes safety of income of secondary importance.

Speculative Element Nil

The prospect of an increased principal value is to be considered by the speculator, but it is not to be considered seriously by the true investor, assuredly not by the working man. If the higher future value is reasonably well assured, it will have been foreseen by shrewder and more alert purchasers than the industrial employee, or others of like position and preoccupations, and will have been anticipated in present prices. If it is not well assured, then to count upon it and to buy in the hope of winning it is sheer speculation, in which it is madness for the employee, or any other person without money to lose, ever to indulge.

Even in cases in which the hoped-for speculative gain may be won by a fortunate high sale the new problem at once arises, what to do with the money in hand. The employee, in whom our present interest is centered, is assumed to be properly in the security field, with his earlier investment needs fairly covered. His usual course, therefore, must be to look for another good bargain in securities. And for this task he is not qualified, whether his good fortune has come through a general rise of the market, which has carried up all good securities, or through an exceptional appreciation of his own holding, which has left the general market low. Nor will he have the financial wisdom for taking his money out of the market for a while and awaiting a favorable time for coming back. In other words, he is not at all the man to play out and in with the stock market.

Moreover, the prospect of such a gain in principal values, even if it had greater general worth than it has, could not be adduced in support of employee stock ownership. It may be pointed out by any who wish to lure the industrial employee into security speculation, or into speculative investment, if such a term be permissible, but it cannot be used by employers as an inducement for their employees to buy stock. For it is no part of the plan in this promoted stock ownership that the stocks are to be sold, at any price. Rather they are to be held indefinitely, as a tie with the employing corporation and as a source of income. Many companies, indeed, spend no small ingenuity and no small money in their endeavors to assure a retention of stocks once possessed by employees. So little of real importance for the industrial employee is there in the mere rise and fall of principal values that, save for what sometimes are called psychological influences, and if employee owners were only of a more reasonable and equable temper than the ordinary run of those who buy, hold and sell stocks, a rise in the quoted values of their

stocks would do them no great good, while a fall would do them no harm, provided only that dividends and interest were assured. It is the established habit, in all dabblers in stocks, of selling in fright at a drop of prices that does the damage, when there is a fall.

Such desirable safety for the common run of investors, industrial employees with the rest, is promoted chiefly, by themselves or by those who advise them, through two fundamental policies, through selection and diversification. That is, in the purchase of securities those corporations are selected whose business, management and history afford the best guaranty of permanent solidity; while those are left to the speculator which are not above suspicion in their organization and financial structure and control, which depend upon an uncertain or fluctuating popular market, or which as yet have not proved themselves good by years of solid prosperity. And in the selected corporations choice is made of senior securities, preferably of bonds and then of proved preferred stocks, so that the investment market has been, practically, the market for bonds, or for bonds and a few of the best preferred stocks. And the investor has been the bond buyer. Only just now, within a year or so, are some extremely few common stocks beginning to find a place in the portfolios of the investment bankers.

Safety in Diversification

But even the most careful selections sometimes may prove to have been unfortunate, when unexpected industrial developments may shatter the prosperity of corporations which had appeared to be towers of financial strength. And so a second buttress of safety is sought in diversification. That is, no investor thinks of buying but the one security which may be the choicest; rather he divides his purchases among several or many, and in different fields, according to his resources, so that, if the unexpected depresses one or a few, no complete ruin can follow. Here is the reason for the diversified purchases of all investment trusts, all banks, and all wealthy individual investors, employers among the rest.

It now will be noted at once that the presumptions are all against the safety of employee stock ownership as an investment, since the employee practices neither selection nor diversification, neither of the two policies of time-tried wisdom which all other investors are forever warned that they neglect only at their peril. For in only two or three of

the American stock subscription plans can it be said that he is given even the nominal privilege of selecting his own investment, subject to his employer's approval; while, even in these two or three, he does, in fact, disregard his ostensible option and takes the securities of his own company, which the company is offering him, with a stated or implied recommendation, and which it will assign him, unless he has the wisdom and the hardihood to declare to his employer that he prefers something else. Bonds are offered less than half a dozen times. Common stocks are sold twice as often as preferred. And the companies which have sold their stocks to their em-

ployees have been of every degree of goodness and badness. Clearly there has been no selection.

Nor, in the very nature of the case, can the employee practice diversification. By the mere fact of his holding employment in a corporation and finding there much the greater part of his possible income he already has made his heaviest investment there, in the substantial meaning of terms. So that diversification, perhaps the first principle of safe investing, and certainly the first in speculative investing, the principle to which employers themselves ever cling to their own real investments, is definitely flouted by the employee who places his formal security investment, often the chief or only investment he can make, in the same company by which he is employed. Of a truth this is putting all of the eggs in one basket.

So much may go for presumptions. But Richard Jones advised those who wish to know about industrial conditions to look and see. Let us, therefore, look and see how employee stock ownership in this country has turned out as an investment.

In any attempt to determine the gains or losses from employee ownership in the hundreds of companies which have sold their stock under many different terms, it will be helpful to keep in mind three classes of corporations, or three bases for the offers.

Often Bought on Market

First, and the most conservatively, a considerable number of corporations have offered to go into the market upon the employee's order and buy their stock for him at the going price. The inducements for the employee to buy the stock, aside from the stated or implied recommendation of the good investment, are two, or sometimes three. The company attends to the actual purchase and transfer, which, simple as these are for the experienced operator with brokerage connections, do not strike the ordinary employee as perfectly simple transactions. Then the company makes payment of the purchase price easy by allowing the ever-attractive deferred instalments, usually by way of stated regular deductions from wages or salaries. In some cases, too, while interest at something like the prevailing commercial rate is charged on the diminishing amounts unpaid, dividends on the purchased stock which more than balance the interest charges are credited to the subscriber's account.

A second and much more common policy is that of offering the stock, either purchased in the market or newly issued from the corporation treasury, at a price which is definitely below the current market price, sometimes considerably below it. There are different methods of fixing the offer prices below the market; but the differences are of no great present significance. Partial payments by deductions from wages and credits of dividends to overbalance interest charges are the rule here also.

The third policy, not quite so common as the second and much less simple, is the most liberal of all, or at any rate the most vigorous. The partial payments from wages, the charging of interest and the crediting of dividends are the same as under the two other policies. The offer price is not likely to be much below the market; and in very exceptional cases has been above it. But the distinctive practice is that of allowing the employee some special reward or bonus, in addition to the customary dividends of other owners. These gratuities, naturally enough, most often are made to depend upon carrying the stock subscriptions through to the final payments and upon continued employment and ownership, and in many cases they are made to depend also upon service and

"Employers know all this. Most of them know that the purchase of their own stocks, especially the common stocks, is the sheerest speculation. They know that tens of thousands of employees have been led into crushing losses and that any such reversal of the stock market as always in the past has followed a prolonged upward movement must bring crushing losses to other tens of thousands who now appear to have a paper profit. Why, then, do so many persist in offering their stocks? That is another story, involving many 'a bit of psychology,' as one of their number called it, in describing his own procedure."

conduct satisfactory to the employer, or upon the display of a proper interest in his welfare. And they show greater variety, both in effective amount and in form, than one would have thought that human ingenuity could devise. Some take the form of special wage bonuses for stock-owning employees, at rates either uniform or increasing with length of service. Some date from the stock subscription, being credited from the first, with or without interest, against final allowance at the payment of the last instalment. Some date from the final payment itself, and are paid in cash annually thereafter. Some few are deferred altogether to a future date. Some depend upon the company profits and some upon declared dividends. Some are uniform in amount or in rate. Some increase from year to year, as the stated conditions of ownership and employment, or of proper interest in the employer's welfare, may continue to be satisfied. And so on. But all are limited in duration, much the most common term being five years.

In other particulars nearly all of the subscription plans have much in common. In nearly all, or at least in a great many, definite provisions are made for the employee's voluntary cancellation of his subscription at any time before his final payment and for a stipulated settlement with him. In a clear majority of the plans the settlement is on the basis of a repayment of all employee instalments, together with a fair or generous interest. In the minority of the plans the company will, or at its option may, close the account by delivering that part of the subscribed stock which is found to have been paid for at the original subscription price. Under the former arrangement, therefore, the employee is not inevitably committed to any part of his purchase until he has completed his instalments. Under the latter, he is committed to only a part.

There are provisions for adjustment, usually equitable and sometimes generous, upon the subscriber's being discharged or quitting employment voluntarily, as also upon his death or disability. By treating the unpaid instalments of a deceased employee as if fully paid, some very few of the plans include what amounts to a small amount of life insurance.

Must Buy Piece Meal

It is of the highest importance to bear in mind that in many of the plans, probably in more than a half, payments for the stock purchased are not allowed to be made in full, cash down at the time of purchase or at any later date, but only in exact accord with the prescribed schedule of instalments, and so must be protracted during periods of from about one year to two, three, four, five or even more. These periods sometimes are stipulated directly, with an express prohibition of anticipations, but oftener are fixed indirectly by limitations upon the amounts of permissible instalments. And, of course, the subscriber does not secure or control the shares until they are paid for in full.* In a very few cases, perhaps three or four among the hundreds, shares are released to subscribers as fast as they are paid for; but in nearly every plan all are held until all are paid for. Even in several cases in which the subscriber is allowed to anticipate the regular schedule of payments his fully-paid shares nevertheless are withheld until the lapse of the normal term for the prescribed instalments.

In perhaps half a dozen cases the corporation has safeguarded subscribers against loss, either by an express stipulation in the

proffered plan, as with the Bradley Knitting Company, the Procter and Gamble Company, the Rome Wire Company and the Schulte Retail Stores, or by extraordinary action, as when in 1921 President Rosenwald of Sears, Roebuck and Company pledged \$20,000,000 of his private fortune for the rehabilitation of his firm, or when the first great fall in United States Steel securities induced the corporation to come forward with an offer to rebuy at the employee-owner's subscription price. But such normal and abnormal guaranties are too few to have any general significance. In nearly all plans the employee is left exposed to the full sweep of security fluctuations. In some he is expressly warned of them.

Upon one question of principle there may be settled differences of judgment. While the reduction or stoppage of dividends must be recognized as an unmistakable and painful loss to a person of as small means and income as the industrial employee—even in cases of cumulative preferred stocks, which later may make up their arrears, and even although there may be no accompanying dip in principal values—to some it may not appear reasonable to count a drop in principal values as a loss, if dividends are maintained meanwhile and if the drop be of brief duration.

Frightened Into Selling

No hard and fast rule can be laid down. There are extremely few stocks, certainly not a score in all, which have been offered and sold to employees and never once have fallen below the sale price. But there are a great many which have fallen after the sale, even fallen very low, and then have risen again and gone on upward in most gratifying manner. And everybody knows that one of the surest winners in the stock market is the man, the exceptional and courageous man, for whom a loss does not mean

everything, and who is not frightened or otherwise forced into selling when the quotations fall, but rather takes that dark time for discreetly adding to his holdings. But the decisive practical fact is that the industrial employee is not an exceptionally courageous man, at least not in Wall Street, who can watch unmoved while his small stock falls and falls—and may come back. Hard experience, some of it reported by the corporations themselves, teaches us that he is like most other little men in the market and that he is quite inclined to sell when he sees his stock falling and thinks to save what he can. On the whole, probably it is best to take no great account of dips, or of rises, in the value of the employee's shares, which are both brief and slight. But a depression which is either great or long continued is found to make him anxious and often means that he takes a permanent loss, a loss which to him is always serious and sometimes disastrous, yet a loss which he might have escaped, if only he had known how the stock market was to move.

The significance of improvements in the employee's securities is easier to trace, and need not be traced closely here. An increase in the amount or the certainty of

the dividends is altogether good, whether or not it be accompanied by a rise in principal values. And a rise in the principal value scarcely can be made out to be a positive loss for the owner. But it well may be a menace to the employer's plans for continued ownership by the employee, and sometimes it has caused the abandonment of them. For employees are no more averse to gain than the rest of us, and often and naturally they do sell out on a rise, in order to take their profits, just as other owners often and naturally do. So well aware of this danger are the employers that many times they have taken measures to fend it off. Here is a good part of the reason for the common bonuses for continued ownership. And the Standard Oil Company of New Jersey is but the best known of the corporations which exclude from the privileges of later subscriptions all employees who do not retain at least a large part of the stocks secured earlier.

See Standard Oil Company

For the employee-owner there is a danger that the continued holding of a stock which has risen, especially if it has risen without a corresponding increase in the dividend rate, while it may not mean a positive loss, may mean the foregoing of a gain which easily might be realized, and which may mean much more to him than the apparent or paper profit from his stock purchase. The same Standard Oil Company of New Jersey will afford a pertinent illustration, as also some of the other Standard Oil companies and the several other corporations which have followed the Standard Oil plans.

Just how to make proper allowances for the varied bonuses in computing investment results is not a problem free of difficulties. There would be some real difficulties in reckoning the original, current and finally effective values of the bonuses themselves.

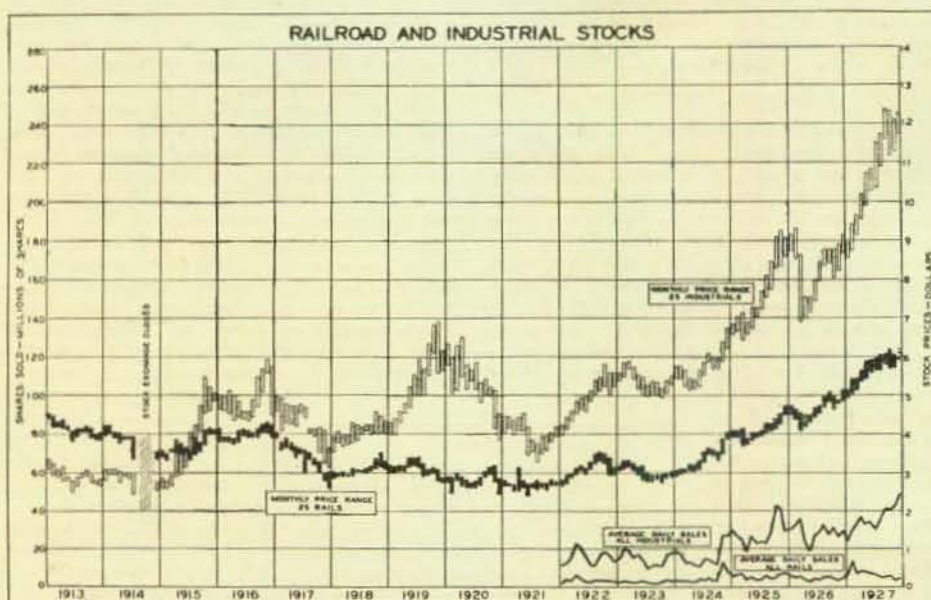
There would be much greater ones in determining how far to take them as simple reductions in the ultimate costs of the purchased stocks and how far for something else. For certainly something else is involved. Unmistakably the bonuses and gratuities are primarily rewards for uninterrupted and satisfactory service, with a satisfactory display of a proper interest in the welfare of the corporation — whatever may be found to be the true meaning of this common phrasing. But quite certainly it means not taking work elsewhere at better pay. Equally

clearly it means not striking. And, as matter of fact, it usually means not being member of a trade union and not pressing too hard for better terms of employment. The bonuses, therefore, are secured only by renouncing what might be valuable advantages. And, accordingly, it will not do to follow the customary corporation practice of reckoning them merely as so much deducted from the normal cost of the stock. In any attempt at a closely accurate computation of investment results they would prove a troublesome factor. They will give no great trouble in this study, in which only approximate results are to be sought.

"It remains true that the larger number of the workmen who have speculated in their employer's stocks within the last few years have made gains; but it remains equally true that no small number have made losses, even disastrous ones. And in these tens of thousands of losses there have been many painful sacrifices for man, wife and children, even to tragedy itself. Here alone is reason enough for condemning promoted employee stock ownership. The greater number of those who go to war return, safe and sound. But we do not, on that account, proclaim warfare a safe and healthful activity."

*The International Paper Company allows subscribers to vote their stock before it is paid for.

One other large fact, one indeed of quite the largest significance, must be kept in mind in any present examination of anybody's gains or losses through stock purchases. The recent past and the present—unless to within a brief time of the present writing*—have been periods of great continued prosperity in most branches of industry. Business has been good: profits and dividends have been well sustained. For this reason, and perhaps for others, there has been a long period of extreme activity in what may be called Wall Street generally. There have been uncounted mergers, reorganizations, financial readjustments, splittings-up of securities and stock dividends. With all of this, there have been unprecedented activity and movement in the security market, especially in stocks. And, as a consequence, prices are high, high at record levels, almost unbelievably high. In the accompanying graph, which is taken from the New York Annalist of January 13, 1928, it will be seen that in the New York market industrial stocks closed the year, 1927, at three times the height at which they stood in 1921.



Therefore, any examination of security values made at the time this is written will show an extraordinary appreciation of general prices for purchases made in recent years, and investment results which appear extremely favorable, much more favorable than likely they would be if measured a year hence, or even a few months or weeks from now, and, by all experience of the past, certainly much more favorable than any average of many years would show.

For this reason alone, it scarcely is worth while to make any attempt to judge the permanent investment character of employees' stock purchases in the corporations which have introduced their plans since the revival in industry and the stock market dating from 1921-1922. A security must stand up in other times than those of bounding general prosperity and a wildly buoyant stock market before it can be recognized as, in any sense whatever, an investment.

Still more must be said to this same immediate effect. Many of the purchases which have been made within the past one, two, three, four or five years have not been completed as yet. And the purchasers, or subscribers, can take advantage of present high prices no more than they can snatch

cheese from the moon. The proof of the pudding always is in the eating; and their pudding is not yet baked. Their birds are still in the bush.

Data Hard To Get

It is clear, then, that it would be a task of enormous difficulty, or at the very least of almost infinite drudging labor, to trace through the history of all purchases in the hundreds of corporations, in the local and obscure ones as well as in the prominent ones whose securities are listed on the several exchanges or are bought and sold regularly in an open market. Many of the most relevant data would have to be searched out in laborious ways, since some of the companies of every rank are unwilling to reveal them, most unwilling of all to tell the prices at which their successive offerings were made in the days before the press thought it worth while to catch them currently and print them as news. Even in well-known companies, whose dividend records and market courses are an open book, no closely accurate determinations of gains or losses are possible without a full

loss in that which has cost the possessor nothing.

Nor is any reckoning here made of European experience generally. Probably there are not two score of cases of genuine employee stock purchase in all Europe, aside, that is, from a few out-and-out gifts and the much more numerous profit-sharing bonuses in stock.

It would be both presumptuous and invidious to attempt to pass summary judgment upon the American stock purchase plans and to say that such and such ones have yielded good investments for employees, while such and such ones have ended in disaster. There is a gradual transition from those which have proven unmistakably and highly fortunate to those which as unmistakably have proved most unfortunate. And only a small part of the companies can be discussed, or even mentioned, within a few pages. But it will not be possible to avoid the use of names. Let it be understood, therefore, that the mention of one company or a few does not imply that others might not be mentioned in the same connection, if only the pages of this JOURNAL and the patience of its readers would permit reference to two hundred or more cases. And I shall make little comment, or none at all, upon the individual plans which have turned out badly, limiting myself at first to the collation of figures drawn, without exception, from recognized standard authorities and subject to easy verification by any interested reader.* The figures, indeed, may have been seen by many readers and forgotten; by others they have not been forgotten.

It a stand be taken, as naturally it should, in the security markets of the present, the first general segregation of the stocks which have been sold to employees will be into those which now stand higher than the figures at which, for the most part, they were sold and those which stand lower. And in this advanced phase of a protracted rising market very much the greater number of the stocks will be found in the former class, perhaps three-fourths, possibly more. But, as no securities move steadily upward or downward, with never a reaction, it will be necessary in any such study as the present one to note with some care by what courses the present higher and lower levels have been reached, and to make subdivisions accordingly. The number of subdivisions will depend chiefly upon the closeness of the study undertaken and the definiteness with which specific conclusions are sought.

Of these appreciated stocks, however, at least two-thirds may be put somewhat aside at once, as telling nothing of the permanent investment character of employee purchases, since the plans have been in operation only in the recent period of unusual prosperity and booming stock markets, or even only in the later part of it. Here will be found the greater number of the conspicuous corporations whose plans have attained a wide publicity and commonly are understood to show the profitability of employee stock ownership. So the plans of the Great Western Sugar Company, the Laurentide Company, the Standard Oil Company of New York, the United Shoe Machinery Corporation, and the Vacuum Oil Company date from 1923; those of the Bethlehem Steel Corporation, the Corn

knowledge and careful balancing of subscription dates and prices, dates and rates of instalments, interest charges as well as dividends, and all of the other elements of costs and carrying charges. Evidently, too, the reckonings become increasingly complex as one passes from the first class of plans, with simple sales at recorded market prices, to the third class, with its maze of bonuses and gratuities.

But no such close measurements are to be undertaken here, nothing more than a number of typical statements of broad results. The closer computations always will be possible whenever one cares to take the pains—and can secure the data. To the broad conclusions we may advance with entire confidence.

No account is taken here of the plans under which shares are passed to the employee either by way of outright gift, as in the Eastman Kodak Company, the John B. Stetson Company, the General Motors Corporation, and others to the number of perhaps a dozen in all, or by way of profit-sharing bonuses, as in the Procter and Gamble Company, the Brooklyn Edison Company, the Air Reduction Company, a score of other American companies and hundreds of European ones. There would be doubtful propriety in seeking to establish an investment gain or

*As all those familiar with stock market records know, there are a number of differences in the ways of recognizing and recording security price fluctuations. It, therefore, will be easy enough to find records differing slightly from some of those which I have followed. My figures are derived as follows: For years prior to 1913, chiefly from the Manual of Investments; for 1913-1926, chiefly from Poor's Ratings; for 1927 and later, chiefly from the Annalist and the familiar little Investor's Pocket Manual.

Products Refining Company and the General Motors Corporation from 1924; those of the International Cement Corporation and the International Paper Company from 1925; those of the Pullman Company, the Chrysler Corporation, the California Petroleum Corporation and the Western Union Telegraph Company from 1926.

Three to Five Years "Bondage"

In some of the companies the plans are of so recent origin that no subscriber as yet has been able to complete his payments and come into possession of the appreciated stock. Under the plan of the Chrysler Corporation, dated June 6, 1926, three years are required for the completion of instalments. By the plan of the Corn Products Refining Company, July 31, 1924, it is stipulated expressly that under no conditions will any stock be delivered within less than five years. Nor has any stock been secured as yet under the plans of the Boston and Maine Railroad Company, the Hamilton Watch Company, the Jewel Tea Company, the Kroger Grocery and Baking Company, the Standard Oil companies of New York and Nebraska, the United Cigar Stores Company and a number of others. The same is also true of the California Petroleum Corporation, Peet Brothers and others, unless the company elects to deliver some withdrawing subscriber the appreciated stock rather than the smaller amount he has paid in instalments.

On the other hand, there are a goodly number of the recent plans under which the earliest of the employee subscribers—and under some all of them—have secured their stock and even are allowed to sell it, if they choose, at a profit. In some of these cases the enhancement of values has been but slight or moderate, in others it has been great, in a few it has been astoundingly great.

Most of the preferred stocks naturally have not risen greatly. Nor have some of the common stocks. Atchison, Topeka and Santa Fe, preferred, which has been sold to employees at market cost since March 31, 1923, ranged in that year from 85% to 90% and closed the year at 86%. In 1927 the range was from 99% to 106% and the final sale at 103%. Bethlehem Steel, preferred, which has been sold at \$94 in 1924, \$100 in 1925, \$101 in 1926, \$107 in 1927, and has been offered for 1928, at \$120, ranged in 1927 from 104% to 120, closing the year at the high figure. General Motors, preferred, was sold at \$99 in 1924 and 1925, at \$114 in 1926 and \$119 in 1927, fluctuated in 1927 between 118% and 125% and closed the year at 125%. Great Western Sugar, preferred, sold at market cost since September, 1923, moved between 104% and 108% in the first year and between 116% and 123 in 1927, closing at 119%. Loose-Wiles Biscuit, first preferred, which was sold in April, 1920, at \$100, ranged from 118 to 123 in 1927, closing at 121. International Paper, 7 per cent preferred, was sold at \$90 in 1925, and at \$94 in 1926; in 1927 it moved between 96% and 112%, closing at 107%. Other preferred stocks show, for the most part, not widely different movements.

The common stocks offered under the recently formed plans tell a different story. These show the widest imaginable diversity of movement. Such as have fallen may be reserved for later attention. But among those which have risen there are vast differences. A few have gained but little. So International Cement, which was offered at \$50 August 1, 1925, ranged from 45% to 66% in 1927 and closed the year at 55%. At present it is in the sixties. Rather larger gains, but still somewhat modest ones, in comparison with what is to come, are shown by Continental Can, which was sold at \$48

in 1924 and at \$60 in 1925; by Electric Storage Battery, which was sold at \$53 in 1923, 1924 and 1925; by General Cigars, which was sold at \$87 in 1925; the Laurentide Company, which was offered in 1923 at \$88; the New York Central which was sold twice in 1925, at \$110 and at \$115; and by several others.

Some Gains Large

Much greater gains appear in some. National Lead was sold in 1919 at \$60, at \$75 in 1921 and at \$140 in 1926. With proper allowances for the liberal stock dividends of 1927, a share bought in 1919 for \$60 meant at the close of 1927 no less than \$251.25 for its owner. Westinghouse Electric and Manufacturing, reported sold in 1923 at \$53, with a stock dividend of ten per cent in 1924, means \$99 at the close of 1927 and \$105.60 now. Atchison, Topeka and Santa Fe, common, which has been sold to employees since October 31, 1923, at the market cost to the company, stood at from 94 to 105% the first year, while in 1927 it ranged from 161% to 200, and closed the year at 193%.

A score of other common stocks of recent sale to employees show gains which run all the way from rather less than the last named three up to a great deal more. Here might be mentioned the Air Reduction Company, whose stock was sold at \$50 in 1919 and 1921, and at \$63.75 in 1923, only to close the year 1927 at 184%, after having been as high as 199%. This company also pays employee purchasers a special bonus of \$4 a year for five years. In the same general class belong the American Brake Shoe and Foundry Company, the California Packing Corporation, Columbia Gas and Electric Corporation, the National Biscuit Company, the Lehigh Valley Railroad Company, the Southern California Edison Company, the Union Pacific Railroad Company, and others, for some of which market values have doubled, or more than doubled, after sales to employees.

There remain a few other common stocks whose gains make those last mentioned appear very trivial. To describe them would make pleasant reading for those who are fond of Monte Cristo stories. The Fleischmann Company sold its common stock to its employees at \$25 in 1923 and at \$60 in 1925. After a run of liberal regular and extra dividends and a split-up of the stock, at three for one, the price range for 1927 was

from 46% to 71%, with a final sale at 70%. So the employee's investment of \$25 in 1923 has grown to something better than \$210. The American Bank Note Company sold stock to its employees in June, 1921, at \$50, the market cost to the company at that time. There have been liberal dividends, both regular and extra, with stock dividends and a split-up of the stock at five for one, after which the stock ranged in 1927 from 41% to 98, closing at 80. In 1928 it has risen a little again. Thus the employee's \$50 of 1921 is now better than \$400, or better than \$440, if allowance is made for the ten per cent stock dividend of 1922.

Above all the rest stands the Nash Motor

Professor Fisher scans with a serene eye the whole employee stock ownership movement— He does not fume, fret or storm. He asks with an altogether calm spirit, one question—

'Does it pay the individual workman in dollars and cents to invest in his corporation's stock—?'

And this question he answers with facts, figures and cold reasoning— at last the reader inquires— "Is employee stock ownership a sensible industrial policy?"



Company. In 1919 the common stock was sold to employees at \$100, the par of the time. December 26, 1922, there was a stock dividend of 400 per cent in common stock and 300 per cent in a seven per cent preferred. This preferred was redeemed February 1, 1926, at \$105. Upon the enlarged holding of five common shares a stock dividend of 900 per cent was paid February 19, 1926, so that the original one share has become fifty. The market value of the stock rose rapidly, to fall naturally after each stock dividend; and in 1927 it ranged from 60% to 100%, closing the year at 100%. Since then it has fallen to 86%. But even at this quotation the original \$100 has become \$4,331.25. Meanwhile dividends have been high. The three shares of preferred stock yielded \$21 a year on the \$100

(Continued on page 321)

Peace Doctors Isolate Dread War Bacillus

THE American Peace Society, one of the more conservative of the 20 or more organizations standing against war, founded in 1828, predicts another world war, unless root causes now being sown are removed.

Meeting in Cleveland early in May, this society finds that unequal standards of living between nations is an active cause of war, and asks for an international study of this, and all other attendant causes.

"American Peace Society,
"Cleveland.

May 9-10, 1928.

"The International Commission on the Implications of Industry believes the following principles to be generally accepted: namely,

"The economic unity of the world today is increasing steadily. Local and national problems of industry and trade are becoming more and more international in scope and character. The producers of one nation are today dependent upon the consumers of other countries, and the continued well-being of both producers and consumers in one part of the world can not be attained except through the continued well-being of producers and consumers in all parts of the world. This economic interdependence of peoples is concededly a powerful factor for peace.

"Notwithstanding this growing economic unity, there are at least four tendencies which threaten the peace of the world. One is the failure to recognize the extent to which the world is an economic unit. The second is the nationalistic bias which expresses itself in the attempt to direct economic policy for purposes of national aggrandizement. The third is the competition for profitable markets, which has been intensified in recent years by the maladjustment between producing and consuming power. The fourth is the struggle for control of basic raw materials. This conflict of tendencies may be discussed concretely under six main headings, as follows: (1) International trade, (2) international investments, (3) banking and credit interrelations, (4) international trade combinations, (5) international utilization of raw materials and (6) international differences in labor standards.

"International Trade: The trade ramifica-

tions of the modern world make the disruptive effects of war exceedingly serious. War, however, affects the various industries and trades differently: some, it stimulates enormously; others, it paralyzes. In consequence, some trades might be interested in a particular war while others would find it to their disadvantage. Hence, a factual inquiry as to the effects of war on the several industries and trades is an important investigation.

"International Investments: Investments in foreign countries are created through financial and trading operations. Exploitative investments in industrially undeveloped areas are often a source of international friction. On the other hand, the existence of a large volume of international indebtedness in commercially developed nations, as, for example, British investments in the United States before the war, exerts an influence in the direction of peace. From the point of view of those who are interested in the promotion of peace, the task is to discover ways of preventing conflict arising from investments in undeveloped

regions. As a preliminary, it is obvious that we must know the facts.

"Banking and Credit Inter-relations: Banking and credit is even more international in character than trade and industry. It is now generally recognized that war produces profound currency disturbances which demoralize the economic life of the world. However, there may still be those who believe that a war which enables the victor to secure possession of the currency of other countries is economically advantageous. Again, a study of facts is necessary in order to enable us to evaluate the true effects of war on banking and credit, and through banking and credit, upon the whole economic organization.

"International Utilization of Raw Materials: The uneven distribution of raw materials has long been a source of international friction. The facts concerning such friction and the expressed attitudes of the various interested governments should be studied for the purpose of elucidating those principles which can be accepted by all nations as a fair and equitable basis for

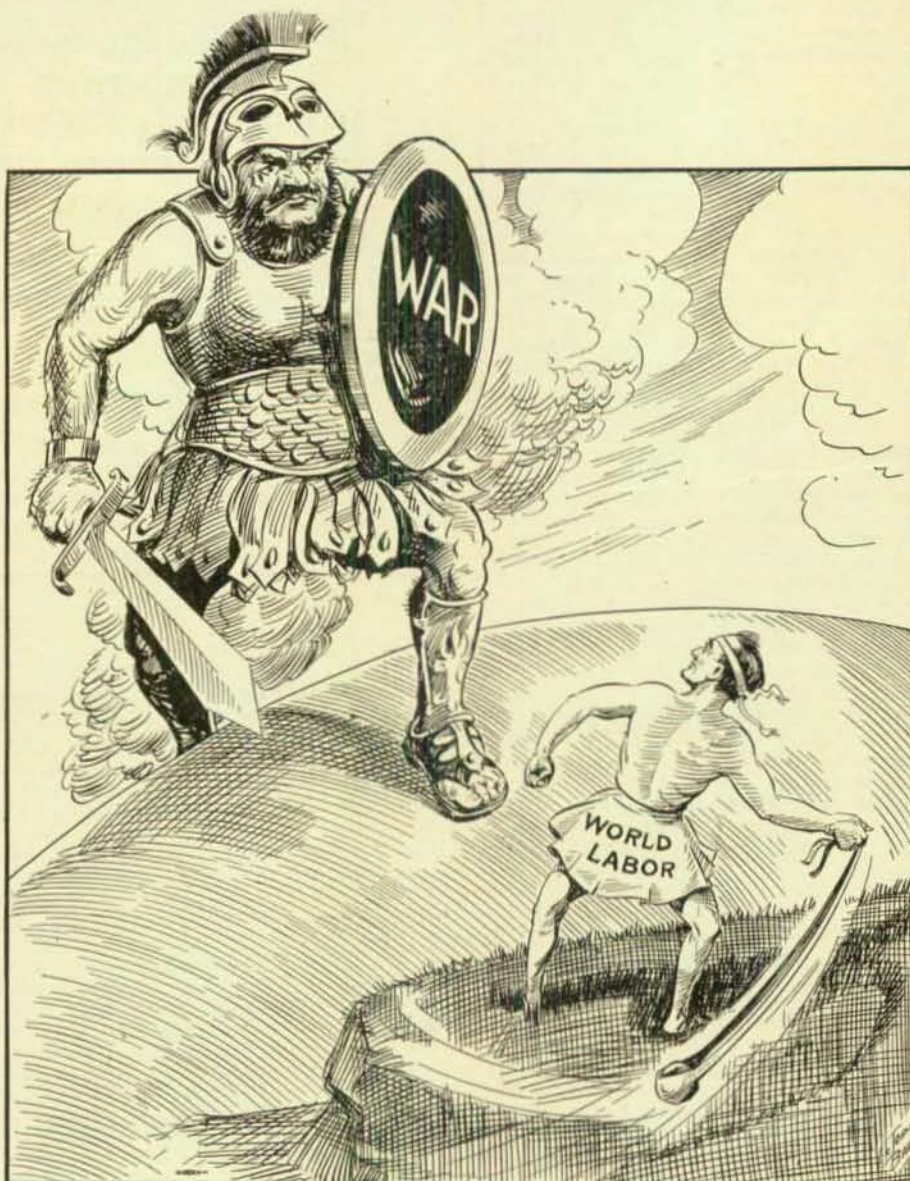
the distribution and utilization of raw materials.

"International Differences in Standards of Living: As a result of the unequal distribution of natural resources, of economic power, financial means and technical development, there are great differences in the standards of living of the masses of the population in the different countries of the world. The laboring people of the less-favored countries try to raise their standards either by migrating to countries of higher standards or by obtaining a greater share of the world's work through lower wages. Out of this arise two characteristic phenomena of economic life today; mass migration and international labor competition, which bring in their trail other phenomena, such as restrictive immigration laws, international labor combinations, etc. All these phenomena exercise a powerful influence on relations between nations, and their investigation is an essential part of a research which has for its object the discovery of the economic foundations of permanent peace.

"Believing that the clarification of the facts in each of the fields referred to constitutes a task that will furnish not only

(Continued on p. 334)

THE MODERN DAVID MUST SLAY THIS GOLIATH



Labor's Triumph Told by British Liberal Report

IN a very real if, peculiar sense, labor amidst all its defeats and disillusionments has triumphed. Its triumph consists in the manner in which it has placed itself at the center of society in this generation, as though it declared: "Here I stand, I, labor. Reconstruct a better world around me." The proof of this assertion lies in the fact that the major civic and social problems, even political problems, of this generation, are labor problems. Let us enumerate the major social problems of the generation:

Unequal distribution of wealth.

Unemployment.

Industrial government. Shall it be democratic or autocratic?

Poverty.

Now all these questions were first raised by labor, and are but labor questions.

This is true for all countries. It is true for America. That it is true for England is dramatically disclosed by a recent document made public by the British Liberal party, published by Ernest Benn, London. The British Liberal party, historically, is about what the Democratic party is in America. "Liberal" does not necessarily describe its tenets. It has been dominated by small manufacturers and the small business man largely, is opposed to Big Business, and has had a more humanitarian record than the Tory party. It prosecuted the war through the dynamic figure of Lloyd-George, but hardly dictated the peace. Of late, it has been steadily losing membership, and influence, crowded to the wall by the Labor party, a good deal as the Democratic party in Wisconsin has been sapped by the La Follette group. Confident that it can come back, it has enjoined some of its most illustrious members to look England's problems in the face. These members include J. M. Keynes, internationally known financial authority, Josiah Stamp, the brains behind the Dawes Plan; B. S. Rowntree, liberal employer; L. T. Hobhouse, and Lloyd-George. The report, now under consideration, is the result.

In the main this liberal platform differs from the platform of the Labor party on the question of nationalization. "We regard, therefore, the direct management of industries by departments of state, or agencies analogous to them, as *prima facie* undesirable and more likely to remain the exception than the rule," the liberals assert. And again, "most people would agree that there is a wide field of business enterprise which is much better left to private concerns and can be left to them without the least danger to the public interest." In differing sharply with the Labor party in this matter, the Liberals do not put themselves in a position of obscuring points of contact. This Liberal platform no doubt will present a basis for a coalition between the Liberal and Labor parties.

It is upon the question of wages that the report is most significant. Declaring that "it must be counted a poor achievement that in fifteen years of startling scientific advance we have scarcely maintained the real increase per head of 1911," the Liberal party goes on record for high wages.

"Importance of High Wages"

"It is a primary interest of the whole community, and not merely of the wage-earners themselves, that the general level of wages should be as high as possible; and the chief reasons for desiring industrial progress is that higher wages should be

made possible in order that the general standard of life may be raised. Industry is not an end in itself; it exists in order to provide livelihood for the whole community, and livelihood is expressed, for the vast majority, in terms of wages or salaries. The claims of capital and labor, therefore, stand on quite a different footing. The social justification for giving an adequate return to capital is that unless this is done people will not save, there will not be a sufficient supply of new capital to meet the needs of industry, and therefore the livelihood (i. e., in the main, the wages) of the nation will suffer. The social justification for paying high wages is not merely that this will lead to better production, though it often does so; high real wages are an end in themselves, because high wages mean general well-being. Capital is a means to an end, and the end is the provision of livelihood. It is the best test of a sound industrial system that it should bring about a steadily rising level of wages while yielding a sufficient but not extravagant return to capital."

The report goes further, it stresses the kind of wage.

"If a wage-system is to give full satisfaction to the desire for justice, it ought to include three elements:

"(i) A recognition of the human need of the worker, by providing that no worker shall be paid less than will suffice to maintain himself and his dependents in decency and comfort.

BATTLE HYMN OF THE WRONGED

By Hamlin Garland

We have seen the reaper toiling in
the heat of summer sun,
We have seen his children needy
when the harvesting was done;
We have seen a mighty army dying
hopeless one by one,
While the flag was marching on.

Oh, the army of the wretched, how
they swarm the city street!
We have seen them in the night
where Goths and Vandals meet,
We have shuddered in the darkness at
the noises of their feet—
But their cause goes marching on.

Our slavers' marts are empty, human
flesh no more is sold,
Where the dealer's fateful hammer
wakes the clink of leaping gold
But the slavers of the present more
relentless powers hold,
Though the word goes marching on.

But no longer shall the children bend
above the whizzing wheel;
We will free the weary women from
their bondage under steel,
In the mines and in the forests worn
and helpless man shall feel
His cause is marching on!

Then lift your eyes, ye toilers, in the
desert hot and drear,
Catch the cool wind from the mountains;
hark, the river's voice is near—
Soon we'll rest beside the mountains
and the dreamland will be here!
As we go marching on!

"(ii) A recognition of the worker's effort and capacity, by providing that the wage, above the minimum, shall be graded according to the effort and skill required, and shall, so far as possible, enable extra effort to earn extra reward.

"(iii) A recognition of the worker's interest in the concern for which he works, by providing that he shall receive a share of its prosperity, to which he can, in his degree, materially contribute."

Other declarations of interest to American workers are:

1. Advocates an Economic General Staff, "to engage in a continuous study of current economic problems affecting national policy and the development of industry and commerce." (P. 117).

2. Advocates publication of profits of every company doing business, throwing open the balance sheets of the company to the public. (P. 88.)

3. Union co-operative management in industry. (P. 230.)

4. Gradual diffusion of property ownership to the masses. (P. 242.)

5. Heavy inheritance taxes.

6. Scientific management applied to coal and all ailing industries. (P. 351.)

Other national issues not so significant to Americans are stressed. This is an able and exceedingly rich economic document. It must surely attract the attention of Americans inasmuch as it shows that the two countries have similar problems, that economic groups outside of the labor group are aware of labor's problems, and that political and economic changes hasten forward in England as at home.

Novel Ice Cream

Medical science is searching for new recipes to inveigle patients into eating large amounts of liver. Several months ago Drs. Minot and Murphy of Boston discovered that large amounts of liver, eaten daily, help to cure the previously incurable blood disease called pernicious anemia. A few weeks ago two Government investigators in England discovered that liver fat is exceptionally rich in the health-giving vitamins contained in butter and in cod-liver oil. One result of these discoveries is that thousands of physicians are requiring patients each to eat a pound of liver or more every day. Many patients rebel, maintaining that to swallow so much raw or fried liver in each twenty-four hours is a physical impossibility. Hence the need of special recipes which will make the needed food material palatable enough to get down the daily ration. A recipe for liver ice cream was published recently by a physician and in a recent issue of its official journal the American Medical Association, comprising virtually all the prominent physicians in the country, publishes a series of recipes ranging from liver disguised as hamburger steak to a "mock duck" dish made of a calf liver stuffed, moulded and cooked to a semblance of that bird. Amateur or professional chefs who can concoct new ways of tempting appetites with either raw or cooked liver will confer a favor on the medical profession and on the hundreds of thousands of patients who must cram down a daily liver ration that they detest.

Company Union Falls From Press-Agented Pedestal

TRAINED research workers employed by the Federal Council of Churches and the Social Justice Commission, Central Conference, of American Rabbis, have made a study of a typical company union. The union is that enforced by the Real Silk Hosiery Mills Inc., Indianapolis. This company has expelled the real trade union (Federation of Full Fashioned Hosiery Workers) in favor of the lifeless substitute created by itself. Due to the prestige of the Federal Council of Churches, more than 100 employees of the Real Silk Hosiery Company were interviewed, and the report must be looked upon as authoritative. It is vested with universal interest inasmuch as a comparison is made between the workings of the company union in the Indianapolis company, and the bona fide trade union in mills in Philadelphia. It appears at a time when sharp differences as between the workings of the two types of organization are being made apparent. Last month, this JOURNAL published the sworn statements of 30 industrial leaders and economists attesting to the value of the real trade union not only in securing higher wages and better conditions for workers, but in making greater technical contributions to the industry itself. This report of the Federal Council supports this view.

"The nature of the work" declares the report, "is for the most part repetitive and high speed — piece work. The hours are from 7 a. m. to 5 p. m. — 9 hours a day, 50 hours a week. (This is the age of the five day week. — Editor's remark.) Overtime work is paid for on the basis of straight time. For the two rush seasons, before Christmas and Easter, some departments run overtime six or eight weeks consecutively. Some girls interviewed had records showing 62½ hours a week. The watchmen and cleaners are all on a 12 hour day with one day off every other week. About 800 employees work on night shifts."

Organized labor has always contended that wages and working conditions are indices of the general industrial health of a plant. That is one reason that organized labor has driven at these basic reforms, knowing that when employers give fair hours, good wages, and good conditions, they usually organize their plant

on a less autocratic basis. The extent to which industrial autocracy has gone in the Indianapolis plant of the Real Silk Hosiery Co., Inc., is indicated by these excerpts from the Church report:

"A considerable number of employees interviewed also expressed appreciation of the protection offered them by the E. M. B. A. (Employees Mutual Benefit Association) against unfair discharge or petty favoritism on the part of foremen. The sentiment was expressed by many others that while the E. M. B. A. functions in small matters, when it comes to issues of a controversial nature where the highest management is concerned, the E. M. B. A. is not a real protection to workers against discharge, and that 'what Mr. Goodman and Mr. Zinkin say goes—E. M. B. A., or no E. M. B. A.' This testimony was not confined to the full fashioned department.

"The records and testimony show many minor matters which have been taken up for employees by departmental directors and a number of more serious grievances such as discrimination by the foreman, etc. Testimony was given, however, that the departmental directors were often afraid to bring up certain complaints. A number of departmental directors had been discharged after they had vigorously contended for the interests of the workers, and this fact, whatever the merits of the discharges may have been, appears to have undermined the confidence of other departmental directors. This was not confined to the full fashioned department; evidence that fear prevented the bringing up of vital matters was found in other departments as well.

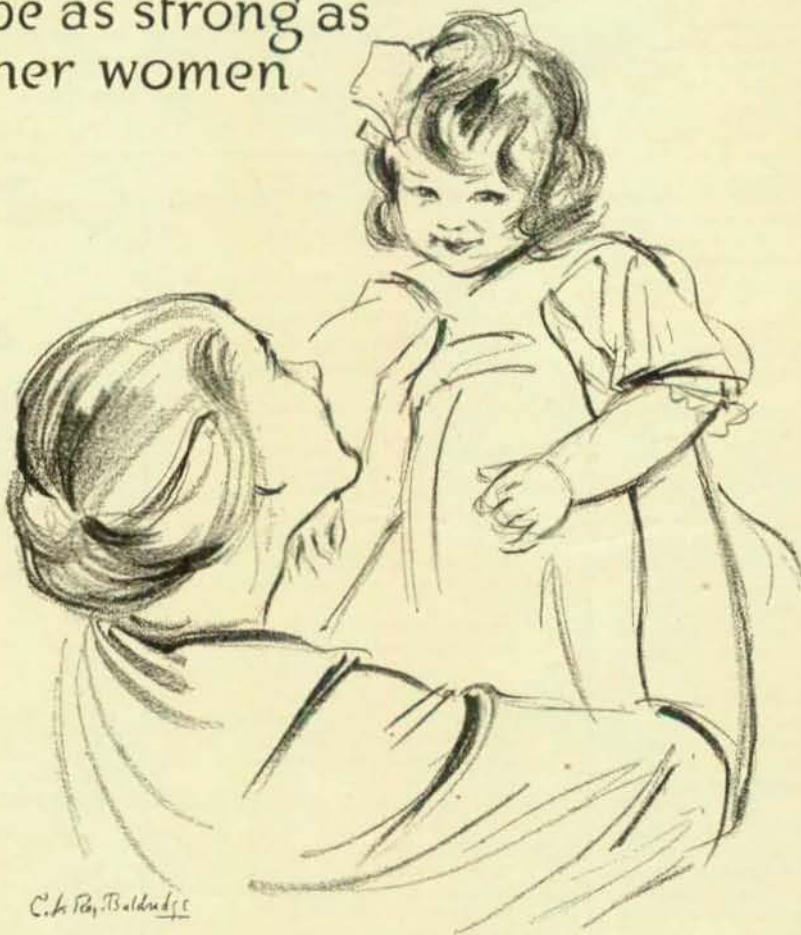
"The investigators in their many interviews and correspondence with company officials and members of the E.

M. B. A. have been unable to secure a clear statement of policy covering the principal points at issue in the full fashioned department. The executive board, however, endeavored to clear up one of the causes of confusion by its action on November 29, 1927, when it voted to post on the bulletin board of the full fashioned department the wage schedules, lack of clear and consistent information on which had been one of the causes of complaint. This important order of the board, however, had not been carried out up to December 13, 1927.

"A number of departmental directors were discharged under circumstances which made the men feel that the E. M. B. A. was powerless to protect their just interests and that discharge was the penalty for freely presenting their case. The absence of any definition of 'the right spirit,' lack of which constitutes grounds for discharge, leaves so wide a margin of discrimination as to undermine confidence on the part of the employees in the sincerity of the E. M. B. A. Some said

(Continued on p. 332)

America will
be as strong as
her women



Women's Bureau
U.S. Dept. of Labor

MORE THAN 8,000,000 WOMEN ARE PERMANENT WORKERS IN THE UNITED STATES. THIS POSTER IS PART OF A PICTORIAL CAMPAIGN OF THE WOMAN'S BUREAU FOR THEIR FULL PROTECTION.

Greatest Store Structure To Be Union Built

THE friendly battle of the cities goes on. When Manhattan elected to write its history and accomplishment in a range of skyscrapers against the sky, that all the world might read, it set a challenge ringing across America, "Excel me, if you can." Chicago, lusty, young pork packer, by the lakes, now looks across the water, from behind a barricade fifty stories high. Philadelphia boasts great buildings. Los Angeles does not want to be left behind. Miami aspires. Detroit takes on the look of an American metropolis. Even Seattle reaches up. Now Boston, suppressed hitherto by laws, which cramped its ambitious nature (to 14 stories) is mounting a new pedestal. The New England building is to be erected in Park Square. It will be the largest store and office building in the world, but, what's more significant, it will be Boston's first skyscraper. It was made possible by the revision of Massachusetts' building laws. And some think it will mark a turning point in Boston's and New England's history.

Conferences have been held already between the New England Building Incorporation and the Boston Building Trades Council. The world's largest structure is to be union built throughout. The contractors are the Fred T. Ley Company. The building was designed by the architectural firm of Blackall, Clapp and Whittemore and George Nelson Meserve, Boston. Densmore, LeClear & Robbins are the consulting architects, the firm of Fay, Spofford & Thorndike, Boston, and Charles R. Gow, are the consulting engineers. It is estimated that the building will cost \$20,000,000. It will be built by New England money, by New England workers, and it will house New England industries.

A representative of the ELECTRICAL WORKERS' JOURNAL talked with W. J. McDonald, president of the company, and was assured that the building would be a monument to union labor and craftsmanship as well as to New England enterprise.

Mr. McDonald described the new structure.

"Rising to a height of 360 feet, this huge structure will pierce Boston's skyline in the form of a great pyramid accentuated by harmoniously set-back 'terraces,' inaugurating an entirely new style of modern

American architecture. It will rest on a base covering an entire city block with a portion of a lot 270 feet wide on Berkeley Street and extending back 451 feet on St. James Avenue and Stuart Street, and containing a floor area of more than 1,600,000 square feet and a legal cube content of approximately 20,000,000 feet. There will be accommodations for more than 20,000 tenants and employees.

Anticipates New Era

"With direct connection through to the Arlington-Berkeley Street station of the Boylston Street subway—the New England Building is in the very heart of the Park Square district which has been the scene of Boston's most monumental and spectacular expansion outward from the congested downtown districts.

"Within the past five years more than \$105,000,000 has been invested in new buildings in this district where only a dozen years ago the Paine Furniture Company pioneered the way by building the world's largest retail furniture store on adjoining property. It now boasts of New England's largest hotel, of the sixth largest office building in the world, of the largest garage in the world, of the largest building in the world devoted to the merchandising of teas, and the largest mutual liability insurance building in New England."

The new building compares in floor space with other notable skyscrapers:

	Sq. Ft.
New England Building, Boston.....	1,600,000
Equitable Building, New York.....	1,500,000
Stevens Hotel, Chicago.....	1,450,000
Graybar Building, New York.....	1,400,000
Barclay-Vesey Telephone Building, New York.....	1,380,000
Pennsylvania Hotel, New York.....	1,380,000
Statler Hotel and Office Building, Boston.....	1,200,000
General Motors Building, Detroit	1,174,211

The backers of the project see in the building a symbol of regional attainment. One entire floor is to be devoted to a kind of permanent exposition of New England industry and commerce.

According to the plans, the exhibit will be laid out on the great floor area to conform with the general geography and typography of the New England States. More than 250 of the towns and cities, together with the principal mountains, lakes and rivers, will be shown in their proper locations, while mural paintings covering the entire wall space will depict typical landscapes. The miniature communities will be linked together by a network of little tree-bordered highways along which visitors may walk or ride in wheel-chairs on their "tour of New England." In other words, it is planned to show the world the varied interests, activities, and possibilities of all New England by presenting the highlights of an actual tour in a short space of time under one roof.

The building is ultra-modern in equipment. It will contain a basement garage, will house 20,000 persons, and in short, will monumentalize the New England spirit.



THE ARCHITECT'S CONCEPTION OF THE NEW ENGLAND BUILDING, INC.—THE WORLD'S LARGEST STORE AND OFFICE BUILDING—TO BE ERRECTED IN PARK SQUARE DISTRICT, BOSTON.

Women Workers of South Study Mill Problems

SLOWLY, reluctantly, traditional impressions of localities give way to facts. Reputations of regions are not made or unmade over night. There are Europeans who still think that cowboys roam the western plains of the United States. There are easterners who believe that Indians still erect wigwams along the Wabash and Minnesota Rivers. And few persons not in the "know" realize that the south is swiftly and surely changing its original aspects. Quietly rural, slumberous, easy-going, the south may have once been, but now it is humming with new life. North Carolina is rapidly becoming an industrial state. Richmond, Atlanta, Birmingham have become industrial centers as famous as Pittsburgh, Wilmington, Gary and Duluth. The south is in fact a new south. So rapidly is this transformation taking place that the problems incident to swift readjustments have not always been seen or met. Many of the workers—whole families—who have been caught up in this maelstrom of change; who, yesterday were moving comfortably in the civilization of Jefferson or Lee, and today are finding themselves confronted by the civilization of a Carnegie or a Gary are scarcely aware of their industrial rights or duties. Cotton mill workers, shoe and garment workers, as well as tobacco handlers, expend their strength and energy on the 10-hour day, and 60-hour week. Unions are unheard of or are rigidly tabooed.

It is necessary that this unwholesome condition be met, and it is being met in several ways. One of the most important is through education.

Plans are under way to hold the second session of the Southern Summer School for Women Workers in Industry at Carolina New College, Burnsville, N. C., from July 12 to August 24, 1928. This college is in no way connected with the administration of the school but simply rents its equipment to the summer school. Burnsville is in the heart of the Appalachians, thirty-eight miles from Asheville, N. C.

This school was new last summer when it held its first session at Sweet Briar, Va. This is one of four such schools for industrial women in this country, the others being held at Bryn Mawr, Pa.; Madison, Wis., and Barnard College, New York City. All are under different auspices, but have as their object the education of women who work with the tools of their trade.

The purpose of the school is to give to southern women workers the opportunity for fuller life and to fulfill their obligations as industrial workers. Last year students attended from six southern states: girls who worked in cotton mills, silk mills, hosiery mills, tobacco and garment factories and all the typical southern industries.

The staff is made up largely of southern educators with experience in the field of workers' education.

The course centers about the study of industrial history and economics. Girls study English and public-speaking also. Emphasis is placed upon health education and there is plenty of recreation out of doors so that students return to their work much benefited in health.

This year there will be room for 40

students and local committees are working to secure students and funds. Additional information concerning this school can be had by addressing the executive secretary, 45 Tiemann Place, New York City.

The Southern Summer School is under the auspices of a committee of southern men and women, most of them workers, as follows:

Mrs. Dexter Otey, Lynchburg, Va. (chairman).

Louise Leonard, New York City (executive secretary).

Margaret Wall, Danville, Va. (treasurer).

Mary C. Barker, Atlanta, Ga.

Decie Dowdy, Durham, N. C.

Blanche Gowan, Spartanburg, S. C.

Helen Gregory, Knoxville, Tenn.

Mary Jordan, Norfolk, Va.

Dr. Broadus Mitchell, Baltimore, Md.

Elbe Robertson, Lynchburg, Va.

Mary Scrogam, Richmond, Va.

The Advisory Committee is made up of the following:

Dr. W. W. Alexander, Atlanta, Ga.

Miss Elizabeth Gilman, Baltimore, Md.

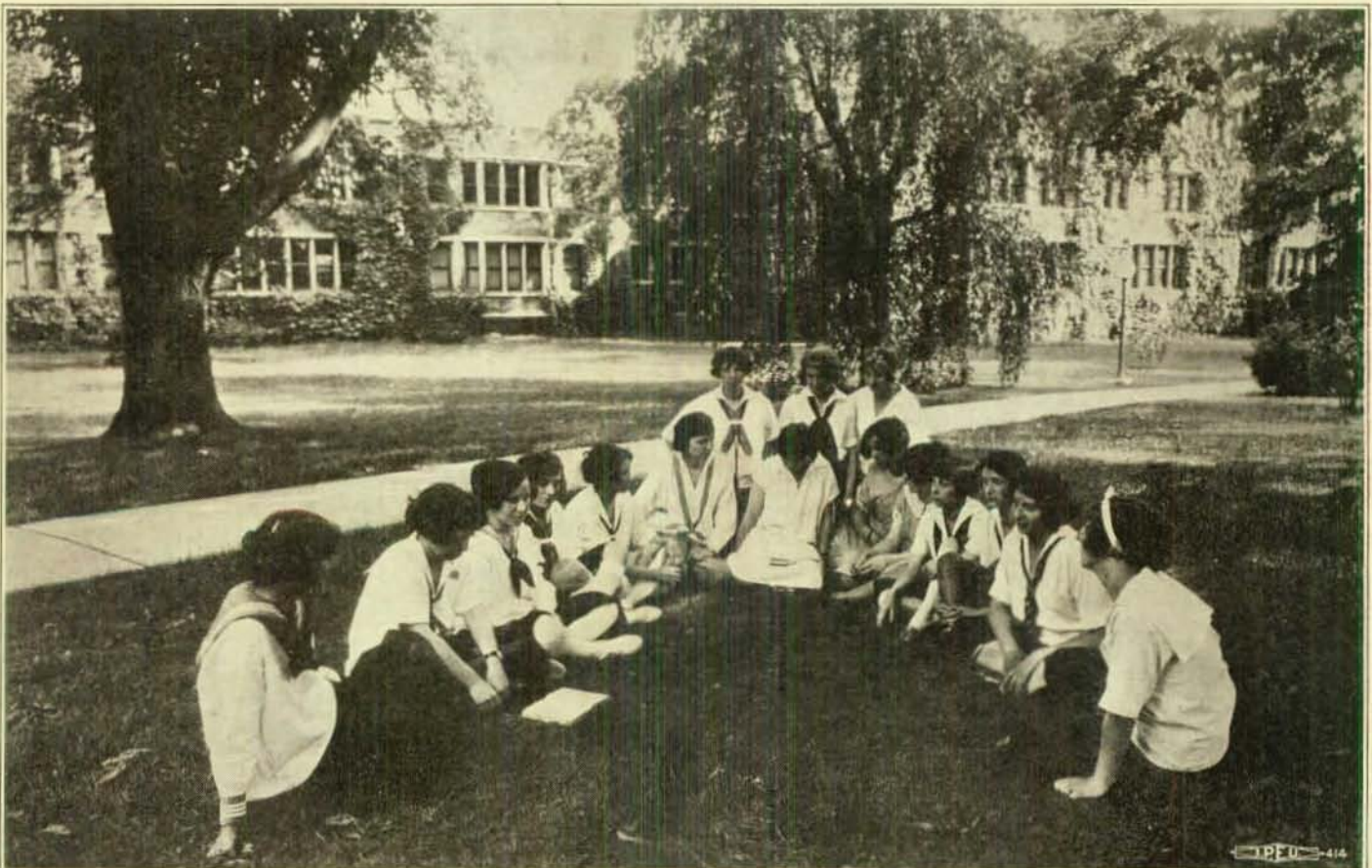
Mr. Frank Graham, Chapel Hill, N. C.

Miss Matilda Lindsay, New York City.

Miss Lois MacDonald, Winnsboro, S. C.

The value of the project is apparent.

Our minds are different as our faces; we are all travelling to one destination—happiness; but few are going by the same road.—Colton.



TYPICAL DISCUSSION GROUP OF THE SUMMER SCHOOL FOR WOMEN WORKERS IN INDUSTRY MEETING UNDER THE OPEN SKY. SUCH A GROUP OF SOUTHERN GIRLS WILL GATHER AT BURNSVILLE THIS SUMMER. THE ABOVE GROUP IS ON THE CAMPUS AT BRYN MAWR.

Church Report on Coal Should Cheer Miners

"BAD business ethics" is the verdict of the Federal Council of Churches on the abrogation of the Jacksonville scale by the coal operators, in the report of their department of education and research recently made public. Coldly impersonal, scientific, rigidly impartial, the report does not absolve the Miners' Union of blame for the chaos in the coal fields, but in certain unescapable conclusions lays the major blame at the door of the operators, not only the union operators, for they, it is brought out, have been forced into an impossible situation by owners of southern mines and the railroads, which in their hard-handed greed, are engaged in cutting the throat, not only of the Miners' Union, but of the industry itself.

Tracking the underlying economic causes of the coal impasse to their lair, the report traces the fluctuations in the demand for coal, increased during the war, but dropping off sharply during the past four years. This gave rise to the most devastating competition, the non-union mines in the south slashing wages and prices in order to force union operators to the wall.

"Bituminous areas are scattered over 36 states, 31 of which produce for commercial markets, and are divided into one hundred commercial districts. The ownership of this coal is in the hands of many groups who compete constantly and bitterly. As a result, prices and wages are frequently lowered to a point which is disastrous not only to the operators and miners, but to other lines of business and to professional services which depend upon the purchasing power furnished by the coal industry. Thus whole communities and districts are affected adversely by the ruthlessness of the competitive struggle."

Freight rates have also served as a bludgeon on the heads of the unionized mines. "To sustain the long haul the consumer (of the coal) from the short haul mine is required to pay a rate abnormally high and for a portion of the service rendered to the long-haul shipper."

Non-Union Fields Favored

"Although this is a commonly accepted principle of rate making, as a means of bringing far-from-market products to the consumer, the Pittsburgh district and eastern Ohio are complaining that it has been used to crush the short-haul producer in favor of the long-haul producer. The coal fields of West Virginia and Kentucky have had rates in the past which have enabled them, along with the advantages of richer resources and cheaper labor supply, largely to supplant western Pennsylvania, Ohio, Indiana and Illinois in the lake trade and other markets."

The Interstate Commerce Commission was directed by Congress to adjust railroad rates so that the short-haul producers should bear their equitable share of the burden, but southern coal operators have obtained an injunction restraining the commission from enforcing its order, which prohibits the southern railroads from reducing rates. The Supreme Court

refused to stay the injunction, which makes it necessary to argue the case before the court. The railroads, themselves, have an interest in labor policy, it is brought out. Many of those which penetrate the coal fields of Kentucky, Tennessee, West Virginia, Virginia and western and central Pennsylvania have holdings in coal companies which supply the railways with fuel. "Thus these railroads have a double motive in encouraging the exploitation of these fields; they wish to get their fuel as cheaply as possible; they make money by encouraging the extension of the markets of these fields. They are therefore interested in a labor policy which holds down wages and costs because this factor affects the other two." The miners have long suspected these railroads of being the deep-eyed villain in the case, and no doubt would wish this factor in the strike played up more strongly, but the report skims over briefly to take up unfair practices in the non-union fields.

Yellow Dog Rules

Here, individual bargaining, sometimes the hated "yellow dog" contract denying the worker the right to join the union; no definite scale for "deadwork"; no checkweighman to guard against unfair weighing; company stores, spies, and private police, have opened up broad avenues for exploitation and have depressed the wage scale almost to the vanishing point. Injunctions have been obtained from the courts to shut out the union completely, some even go so far as to prohibit the union from supplying striking miners with money and merchandise.

And it is against the introduction of a regime like this that the union miners are fighting, with their backs to the wall.

An accelerating shift in production from the northern to the southern mines took place; northern operators felt that they could not win back this business or even hold their own in the face of competition, under the terms of the Jacksonville scale, of \$7.50 a day, adopted in 1922 and by later agreements, extended to April 1, 1927.

"On March 27, 1925," the report states, "the operators' scale committees of Ohio and western Pennsylvania requested Mr. John L. Lewis, president of the United Mine Workers, to call a joint conference of the central competitive field to consider a reduction of wages."

"Mr. Lewis replied (April 6, 1925) that he did not believe a reduction in wages

'would be a constructive or helpful act in the interests of the operators or the mine workers, or in any manner prove to be a panacea for the deep-seated ills of the industry.' He said, however, that the union would be 'glad to give the most profound consideration and helpful cooperation to any practical plan of improvement suggested by the operators' which did not contemplate a reduction in wage rate."

Operators insisted that a wage reduction was necessary; miners maintained it was useless to reduce the union scale, because the non-union fields would still undercut it.

Then—the strike.

Some mines closed. Others closed and re-opened later on a non-union basis. Some operators remained open on a fair basis. "These operators were frank to say that a high wage scale had compelled them to be more efficient in management, and that the Jacksonville agreement should be extended throughout the industry in order to stop the cutting of wages."

Thus miners and operators have reached a deadlock which may be seen to be disastrous to both sides, the operators losing business to their southern competitors, the miners in dire need, fighting a losing battle to maintain their union and a fair scale.

Eviction a Common Practice

In describing the non-union regime in the Pittsburgh district the report speaks of the evictions of miners from company houses, bringing in of strikebreakers and lowering of wage scales, abolition of checkweighmen, use of injunctions to restrain activities of the union, introduction, in some cases, of the "yellow dog" contract, and particularly, of the activities of the coal and iron police who have terrorized the district.

"Although the union claims to have on strike 45,000 in western Pennsylvania, 85,000 altogether in Pennsylvania, 40,000 in Ohio, and 25,000 in West Virginia, it asserts that it has won commendation generally by local authorities . . . for the peaceful way in which the strike has been conducted. As opposed to the claims of the operators regarding the violence of the miners, it has collected hundreds of affidavits and has fought the cases of those who have been arrested and 'beaten up' by the coal and iron police. Affidavits of witnesses are also among the number."

"In general, the complaint of the union is that these company police go out of their

way to make trouble and abuse their authority on every occasion. Their activities are not confined to policing the company property and protecting the strikebreakers, but many of the unprovoked depredations attributed to them by the union, if true, would classify them as a low type of criminal operating under the authority of the state."

Sweeping injunctions were obtained by some companies which have seriously hampered the union in conducting the strike, some even prohibiting the union from distributing funds to relieve the sufferings of its



THE MINERS' WORK IS HAZARDOUS

Continued on page 324

Epoch-Making Policy Set in Injunction Bill

THE sub-committee of the U. S. Senate Judiciary Committee has made a favorable report on the Shipstead bill, labor's anti-injunction measure. It has done more than that. It has enunciated a national policy for equity courts that is destined to excite universal interest. The bill was not debated at the closing session of Congress, but it will appear at the next session, and it will meet with bitter opposition. The bill as drawn is a modification of the original Shipstead proposal. It is assumed to be the work of Senators Norris, Walsh, Blaine and Shipstead, in counsel with eminent lawyers, following a month's hearing on the original bill.

The bill follows:

"To amend the Judicial Code and to define and limit the jurisdiction of courts sitting in equity, and for other purposes.

"That no court of the United States, as herein defined, shall have jurisdiction to issue any restraining order or injunction in a case involving or growing out of a labor dispute, except—

"(a) When the procedure following and the order issued by the court shall conform to the definitions of, and the limitations upon, the jurisdiction and authority of the court, contained in this Act; and

"(b) When the issuance of such a restraining order or injunction shall not be contrary to the public policy declared in this Act.

"Sec. 2. In the interpretation of this act and in determining the jurisdiction and authority of the courts of the United States, as such jurisdiction and authority are herein defined and limited, the public policy of the United States is hereby declared as follows:

"Whereas under prevailing economic conditions, developed with the aid of governmental authority for owners of property to organize in the corporate and other forms of ownership association, the individual unorganized worker is commonly helpless to exercise actual liberty of contract and to protect his freedom of labor, and thereby to obtain acceptable terms and conditions of employment, wherefore it is necessary that he have full freedom of association, self-organization, and designation of representatives of his own choosing, to negotiate the terms and conditions of his employment, and that he shall be free from the interference, restraint, or coercion of employers of labor, or their agents, in the designation of such representatives or in self-organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection; therefore, the following definitions of, and limitations upon, the jurisdiction and authority of the courts of the United States are hereby enacted.

"Sec. 3. No undertaking or promise, such as is described in this section, or any other undertaking or promise contrary to the public policy declared in section 2 of this act, shall be enforceable, or shall afford any basis for the granting of legal or equitable relief by any court of the United States, including specifically the following:

"Every undertaking or promise hereafter made, whether written or oral, express or implied, constituting or containing in any

contract or agreement of hiring or employment between any individual, firm, company, association, or corporation, and any employee or prospective employee of the same, whereby

"(a) Either party to such contract or agreement undertakes or promises not to join, become, or remain a member of any labor organization or of any employer organization; or

"(b) Either party to such contract or agreement undertakes or promises that he will withdraw from an employment relation

work or to remain in any relation of employment;

"(b) Becoming or remaining a member of any labor organization or of any employer organization, regardless of any such undertaking or promise as is described in section 3 of this Act;

"(c) Paying or giving to, or withholding from, any person participating and interested in such labor dispute, any strike or unemployment benefits or insurance or other moneys or things of value;

"(d) By all lawful means aiding any persons participating and interested in any labor dispute who is being proceeded against in, or is prosecuting, any action or suit in any court of the United States or of any State;

"(e) Giving publicity to the existence of, or the facts involved in, any labor dispute, whether by advertising, speaking, patrolling, or by any other method not involving fraud or violence;

"(f) Assembling peaceably to act or to organize to act in promotion of their interests in a labor dispute;

"(g) Advising or notifying any person of an intention to do any of the acts heretofore specified;

"(h) Agreeing with other persons to do or not to do any of the acts heretofore specified; and

"(i) Advising, urging, or otherwise causing or inducing without fraud or violence the acts heretofore specified, regardless of any such undertaking or promise as is described in Section 3 of this Act.

"Sec. 5. No court of the United States shall have jurisdiction to issue a restraining order or injunction upon the ground that any of the persons participating, and interested in a labor dispute constitute or are engaged in an unlawful combination or conspiracy because of the doing in concert of the acts enumerated in Section 4 of this Act.

"Sec. 6. No officer or member of any association or organization, and no association or organization participating and interested in a labor dispute, shall be held responsible or liable in any court of the United States for the unlawful acts of individual officers, members, or agents, except upon clear proof of actual participation in, or actual authorization of such acts, or of ratification of such acts after actual knowledge thereof.

"Sec. 7. No court of the United States shall have jurisdiction to issue an injunction in any case involving or growing out of a labor dispute, as herein defined, except after hearing the testimony of witnesses in open court (with opportunity for cross-examination) in support of the allegations of a complaint made under oath and except after finding of fact by the court, to the effect—

"(a) That unlawful acts have been committed and will be continued unless restrained;

"(b) That substantial and irreparable injury to complainant's property will follow;

"(c) That as to each item of relief sought greater injury will be inflicted upon complainant by the denial of relief than will be

NEW POLICY DECLARED

In the interpretation of this Act and in determining the jurisdiction and authority of the courts of the United States, as such jurisdiction and authority are herein defined and limited, the public policy of the United States is hereby declared as follows:

Whereas under prevailing economic conditions, developed with the aid of governmental authority for owners of property to organize in the corporate and other forms of ownership association, the individual unorganized worker is commonly helpless to exercise actual liberty of contract and to protect his freedom of labor, and thereby to obtain acceptable terms and conditions of employment, wherefore it is necessary that he have full freedom of association, self-organization, and designation of representatives of his own choosing, to negotiate the terms and conditions of his employment, and that he shall be free from the interference, restraint, or coercion of employers of labor, or their agents, in the designation of such representatives or in self-organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection; therefore, the following definitions of, and limitations upon, the jurisdiction and authority of the courts of the United States are hereby enacted.

in the event that he joins, becomes, or remains a member of any labor organization or of any employer organization.

"Sec. 4. No court of the United States shall have jurisdiction to issue any restraining order or injunction in cases involving or growing out of any labor dispute to prohibit any person or persons participating and interested in such dispute (as these terms are herein defined) from doing, whether singly or in concert, any of the following acts:

"(a) Ceasing or refusing to perform any



SENATOR NORRIS

(Continued on page 331)

Skyscraper, Skyscraper Tell Us Your Story

HOWEVER sluggish his imagination, what person has not wondered at the stories which lie behind the towering structure of the modern skyscraper. First of all there is the story of the builders, the diggers, the steel men, the carpenters, the stone and brick men, the electrical men, as well as the story of the bankers and engineers. Second, there is the story of that complete little city—sometimes 15,000 souls—that is housed in the lofty cells of that sky-combing edifice.

It is a commonplace that the skyscraper is the most characteristic piece of architecture achieved by Americans—in particular by those Americans living within the wide boundaries of the United States. The alien who has not seen the Manhattan skyline, the serried heights of Michigan Boulevard, and the isolated peaks of Detroit, Seattle and San Francisco, has not seen America. It is curious then, that it was not until 1928 that it occurred to a movie producer to use the skyscraper as the background for a popular story. But so it was. Not until the De Mille studios featured William Boyd in "Skyscraper" this year, had any artist as much as given the gay adventure of building a sidelong glance. And the significant thing about this film is that the leading characters are soft-collared, overalled workers. They are the brave, gay, strong-armed, agile-tongued bucaros that one really sees on the job—occasionally. They are the boys who don't do the union office work, but who know how to fight for the union when the need comes.

We always feel a little apologetic when we boost the movies in these columns. So many of the current films are the sheerest

twaddle that we hesitate to mention them in a dignified labor publication. Of course, there is a reason for this. The movies are aimed at the mass mind, and are keyed to a composite age-group of ten or twelve years. They are fairy stories for grown-ups. Myths. And many of them are myths such as Turks used to like to believe, of a paradise filled with beautiful girls more or less dishabile.

"Skyscraper" carries a little of this gloss as a hangover from the usual film. In the main, it opens a new field. It seeks in the best way the films can to tell the epic of daily labor—the homely, rough, stirring saga of the men who do the world's work.

Up to date only two films have been mentioned in these columns besides "Skyscraper." They were "Ben Hur" and "The Volga Boatman." They were mentioned as giving at least a neutral picture of labor throughout the ages. It so happened that William Boyd was starred in the "Volga Boatman" as he is in "Skyscraper." He does the he-man part well.

As far as workers are concerned, we suspect the story of "Skyscraper" is negligible. Two riveters meet a girl (Sue Carol) who was slightly injured in the street as they were about to ride aloft on the swinging steel girder. Boyd carries her into a theatre, and while he looks for water she comes to, and is unexpectedly given a job by the theatre manager. She had been out of work, and hungry. One stirring day together on a picnic, and Boyd and Sue are separated. Sue's show takes to the road, and before he has time to write to her the "Skyscraper" has claimed him. In trying to save his friend, he falls and ruins both legs. He slowly mends in body, but

his spirit is broken. How his friend goads him into getting well; how he finally meets Sue again make the ending, which is not as commonplace as it might be.

What then is there about this film that makes it of interest to workers? What gives it a flavor different from the rest? There is the breathless sweep of work aloft in the air, the romance of day labor. Something of the heroism, the cold glitter of everyday courage on the job, is successfully captured. We never lose sight of the naked steel girders and swinging chains. We never lose sight of the men building their life into that lifeless structure. In the second place, how danger like a shadow hovers over the men, is skilfully suggested. How an apprentice during the noon hour fell to the street below, with laughter on his lips, as his old father looks on, frames an episode moving to the extreme. We could not help thinking. If more stories of heroism on the daily job were told on the screen, there would be less niggling over the building tradesmen's, the linemen's and the miners' wages.

In the third place, the rough and ready, slap 'em and bang 'em relationship, which exists between Boyd and his buddy, Alan Hale, is a beautiful piece of realism. These men act as men toward each other. They indulge in coarse horseplay. They scrap. They cuss. They trick each other. But in the end, no sacrifice is too great for one to make for the other. Here is a friendship of one comrade for another, never better done in the movies.

Portrait of a Machine

What nudity is beautiful as this
Obedient monster purring at his toil;
These naked iron muscles dripping oil
And the sure-fingered rods that never miss.
This long and shining flank of metal is
Magic that greasy labor cannot spoil;
While this vast engine that could rend
the soil
Conceals its fury with a gentle hiss.

It does not vent its loathing, does not turn
Upon its makers with destroying hate.
It bears a deeper malice; lives to earn
Its master's bread and laughs to see this
great
Lord of the earth who rules but cannot
learn
Become the slave of what his slaves
create.

—Louis Untermeyer.

The Aim

"The end of all political struggle is to establish morality as the basis of legislation. 'Tis not free institutions, 'tis not a democracy that is the end—no, but only the means. Morality is the object of government. . . . Pennsylvania coal mines, and New York shipping, and free labor, though not idealists, gravitate in the ideal direction. Nothing less large than justice can keep them in good temper. Justice satisfies everybody and justice alone. No monopoly must be foisted in, no weak party nor nationality sacrificed, no coward compromise conceded to a stronger partner. Every one of these is the seed of vice, war and national disorganization. It is our part to carry out to the last the ends of liberty and justice."—Ralph Waldo Emerson in the "Fortunes of the Republic."



"SKYSCRAPER" SEEKS TO TELL THE EPIC OF DAILY LABOR—THE HOMELY, ROUGH, STIRRING SAGA OF THE MEN WHO DO THE WORLD'S WORK.

Mysteries of Voice, Line, Color Transmission Explained

By PROFESSOR C. M. JANSKY, Electrical Engineer, University of Wisconsin

THE purpose of this article is not to expound the principles of radio telephony, but to lay the foundation for the explanation of telephotography and television which will follow. An explanation of the latter necessitates an explanation of the former.

The unknown is always mystifying and bewildering. When in 1876 the sound of the human voice was transmitted from one room to another by wire, it was thought a miracle had been performed. Many refused to believe such a feat possible, for how could the inanimate wire receive the sound at one end and reproduce it at the other. Yet in a short period of 25 years the feat became a mere commonplace and was repeated every time a telephone conversation was held. The difficulty experienced in understanding wire telephony was due to the notion that the sound itself was transmitted. When it became understood that the action of the sound only caused fluctuations in an electric cur-

rent. The shape of the sound wave is, by the action of the diaphragm, impressed on the electric current, both as to intensity and frequency. The transmitter is thus merely a device by which the characteristics of sound are impressed on an electric current. At the other or receiver end of the line, the fluctuating currents produce fluctuating magnetism in the iron core of the receiver. This fluctuating magnetism successfully attracts and releases the receiver diaphragm whose resulting vibrations both as to intensity and frequency are a reproduction of the motions of the diaphragm of the transmitter. The vibrations of the receiver diaphragm give impulses to the air which are the exact equivalent of the impulses given to the air at the transmitter end by the vocal cords of the person speaking. At the transmitter end, the sound characteristics are impressed on an electric current and at the receiving or listening end the characteristics of the current are impressed on the air and the sound is reproduced.

This transference of the characteristics of waves is by no means limited to wire telephony. Ordinary photography is essentially similar. In photography light waves in the form of white light impinge on the object or face of the individual to be photographed. The impinging waves are reflected from the face in different degrees of intensity. That is, some portions of the face absorb more of the rays than other portions. The light absorbing and light reflecting characteristics of the face modify the impinging light waves. The reflected waves are then focused by the camera on a sensitized photographic plate. As some portions of the reflected light waves are stronger than other portions, some regions of the photographic plate will be affected more intensely than others during the short interval of time the shutter is open. The lights and shadows of the face are thus translated into chemical activities of different degrees of intensity. Finally when the plate is developed and exposed to light it again impresses on the light waves the original

Colors "Talk" Across Space

In color photography essentially the same principles apply, but again in a modified form. White light consists of a band of a comparatively narrow range of frequencies. The color of objects is a result of the absorption of light of certain frequencies and the reflection of others. Thus red is a result of the absorption of all colors but red which is reflected. To produce a red photograph it is necessary to have the light reflected from a red object to affect a chemical substance in such a manner that when white light impinges on the finished picture all frequencies except red will be absorbed and the red will be reflected.

This is not an attempt to explain the intricate processes of photography, but merely a general statement of the principles involved in transferring across space certain impressions which will be reproduced at some

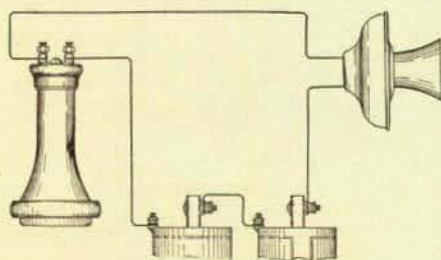


FIGURE 1

rent the mystery disappeared and telephony ceased to be the wonder of the age, but was accepted with the same complacency as an old pair of shoes.

Nevertheless, there is more similarity between ordinary telecommunication, commonly called telephone communication, and radiotelephony than at first sight appears. The apparatus is different and the means of transmission are different, but an understanding of the mechanics of ordinary telecommunication will assist very materially in understanding television.

Everyone nowadays should know—but truth compels one to say does not—that a telephone consists of a transmitter, source of electric current, receiver, and wires connecting the transmitter with the receiver, Figure 1. This is all the equipment one would need if a message were to be transmitted in one direction only. The source of current, usually a battery, sends a direct current through the transmitter and receiver in series. The transmitter contains a diaphragm which is free to vibrate. During each oscillation it either increases or decreases the pressure on some carbon granules through which the current flows. Every time the carbon granules are compressed, their resistance is decreased, and the current is increased; and every time the pressure is decreased, the resistance of the granules increases and the current decreases. The vibrations of the diaphragm thus produce variations or fluctuations in the current in the electric circuit.

Vibrations Expand—Travel

The sounds of the human voice consist of tones of many different frequencies, and as the vocal cords vibrate the impulses transmitted to the air are carried to the diaphragm and cause it to vibrate in synchron-

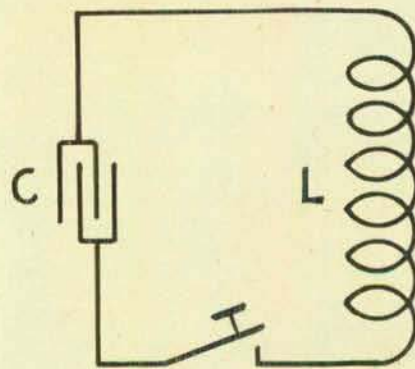


FIGURE 2

light absorbing and reflecting characteristics of the face photographed and we recognize the face of our friend.

In this case light is the medium that is first modified or that receives the impressions of the features of the object to be photographed, and then this modified light, after passing through space, leaves a corresponding effect on a sensitized plate, and finally the prepared plate is capable of changing the relative intensity of impinging light in a manner very similar to the changes produced by the object.

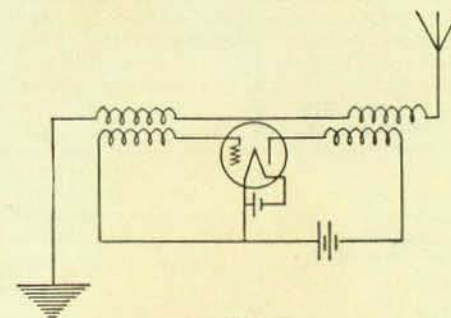


FIGURE 3

other place. In the case of photography, the medium of transmission is light and the modifying or modulating agencies are the lights and shadows, or light and dark features of the object photographed.

In radio telephony the medium that transmits light is also the medium that is modified by the sound of the musical instrument at the broadcasting station, and then in its modified form it passes through space and at the receiving end it reproduces the tones which originally modulated it. The means of modulation are, however, radically different in the two cases.

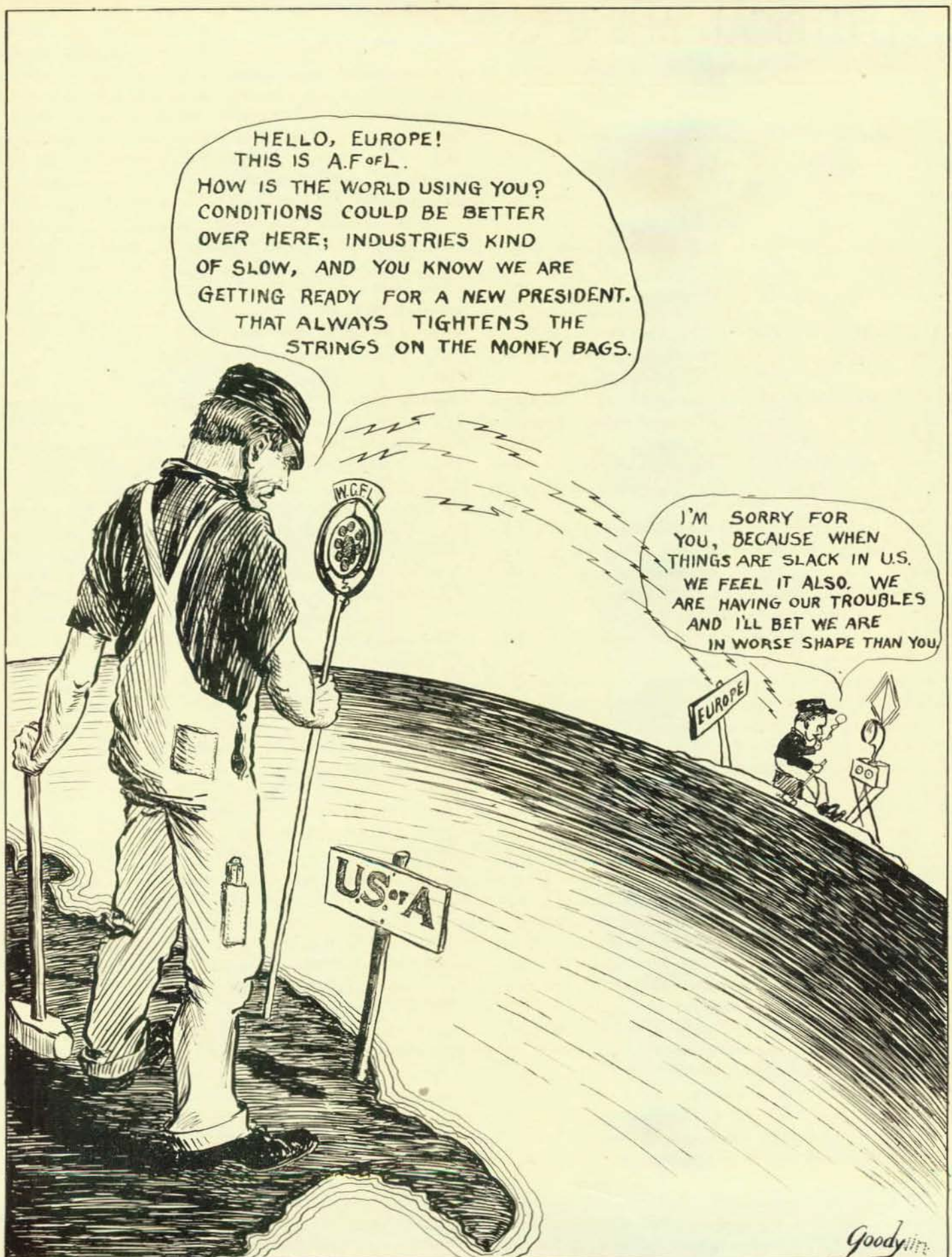
It is evident that in every case a medium for transmitting the modified wave is necessary. In wire telephony, the wire carries the modulated electric current, in photography the ether carries the modulated light and in radiotelephony the ether is again the agency of transmission, but the waves that are modulated do not issue from a lamp or from the sun but from the oscillatory system of the broadcasting station. An understanding of the production and modification of these electromagnetic waves is an unconditional prerequisite for an understanding of all radio communicating systems under which heading may be included television, telephotography and all means of transferring impressions and signals from one place to another by ether or electromagnetic waves.

Huge Energy Bins

In every broadcasting station are found inductance coils and condensers. Inductance coils and condensers in an electric circuit correspond to masses or weights and springs in a mechanism. Each is an agent for storing and transferring energy. In the electric

(Continued on page 333)

AS MAN TO MAN



JOURNAL OF ELECTRICAL WORKERS

Official Publication International Brotherhood of Electrical Workers

Devoted
to the
Cause



of
Organized
Labor

Vol. XXVII

Washington, D. C., June, 1928

No. 6

Blind Employee Ownership The elder Pierpont Morgan once told a Senate investigating committee that business operated on character. This came somewhat as a surprise to the Senate and to the nation, for certain less exalted persons had received the impression that business operated on properly secured credit. What the elder Morgan meant was that big business backed the man—brains, ability, uprightness, diligence, honesty—and not the collateral.

Such qualities are pleasant virtues—valuable. They are social virtues. No properly regulated society can get along without them. Brains, ability, uprightness, diligence and honesty all beget confidence, and confidence is the very lifeblood of society.

If this is true we wonder why certain big business men, bankers as ponderously able as Morgan, and certain industries, do not do more to put character foremost in relationship to workers. Why do employers and investment bankers adopt industrial policies that are not founded on brains, ability, uprightness, diligence, and honesty, but on stupidity, coercion, low-mindedness and chicanery? We have only to mention labor spies! We have only to mention employee stock ownership.

Take this latter device, as so brilliantly and nonchalantly described by Professor Fisher in this issue. Here is a proposal made by employers, heralded from land's end to land's end as a great statesmanlike arrangement destined to bring an end to restlessness among workers, hastening the day of industrial equality, and offsetting forever the insidious propaganda of the agitator. And what do we find? To put it pointedly, we find that the employee has bought a gold brick. His share of stock bought often at some sacrifice to himself and to his family proves to be a highly questionable investment. In his effort to get a stake in the business he helps build, he is merely taking a chance on a Wall Street raffle. He might, in many instances, just as well have gone and shot craps with his money. Yet he has been told by honey-tongued publicity men that he has become a partner in the business. The impression is created that he is now a property-owner—not a toy gambler.

This discrepancy between facts and fiction does not beget confidence. It betrays confidence. It goes a long way to prove the elder Morgan to be an old-fashioned story teller.

Probing Deep to Causes The extent to which unemployment has taken hold of the minds of thoughtful men is revealed by the La Follette resolution (S. Res. 219). This resolution differs from the bills introduced by Senator Wagner inasmuch as it seeks a more fundamental approach to the question of unemployment. It asks for an investigation of the causes, and for an appraisal of the "many systems for the prevention and relief of unemployment." The scope of the resolution is broad; it seeks to measure the value, among other things, of curtailed production, consolidation, and economic reconstruction, the planning of public works, and establishment of unemployment insurance. Senator La Follette declares his resolution has no political motive, and is designed to seek out only economic causes. Labor can be glad for this evidence of interest in this major problem, but labor's real task is to get continued, sustained interest in the problem, and to secure real remedies.

Force Without Stint Many proposals for the reform of labor organization arise from two misapprehensions: (1) a misapprehension of the needs of the industry involved; and (2) misapprehension of human motives. Recently Chicago saw the gathering of proponents of the one big union idea for the railroads. Now railroads are a strongly organized industry, and the workers involved are consolidated in sharply differentiated sections, with individual problems and acutely particular traditions and aims. When cooperation is needed, it has been forthcoming, and the individual sections of the industry have still been left free to solve their peculiar problems. The industrial form of organization is not desired by the workers, employers, or the public.

Looking at the question from the other angle, that of human motives involved, it is easily apparent that advocates of the one big union use their thought-out panacea as a cloak for making war on the official personnel of the established unions. What they want is not so much reform of the industry, as places of power for themselves. They war for leadership. As they do, and when they do, they may expect to be met with opposition, force without stint, to the end.

Has Congress Rights? Most citizens, when they think about the matter at all, think of the war in Nicaragua as a righteous bit of international policy by the United States. The newspapers have helped along this impression. But behind the Nicaragua affair—apart from the questions of good sportsmanship and fair dealing—lies a very important question. Is Congress or the President the war-making agency of the government? It was answered recently by Senator Blaine: "Neither in fact nor in law nor in the Constitution is there justification for the occupancy of territory abroad by armed forces in America." Senator Blaine made a gallant fight to attach a rider to the naval appropriations bill that would prevent in the future tangles like that in Nicaragua.

We can understand how American citizens can be indifferent to Nicaragua, but not to the usurpation of constitutional rights of Congress. Every common citizen should rejoice when the constitutional powers of Congress are strengthened.

High Truth In Business Every dominant group in history has created its own mythology. This mythology is for popular consumption. In the United States the dominant group likes best to express its rule of life thus: "Individual Reward for Individual Merit." This runs through all the writings and speeches of men like Ford, Vail, Schwab, Young, Carnegie, Morgan and Dupont. When they are talking to each other, they put this philosophy, however, in different terms. About like this, "Individualists and those who think they can be independent of their fellows are doomed to an early and sad awakening." Now we submit that this last view is nearer to truth learned through racial experience. What then does this talk of individual reward mean? It means, in blunt terms, the right of the dominant group to take more than its share as a group of the wealth produced. This is what the fiction of "individual reward for individual merit" means. For, who would pretend that in this great, rich country of ours every man gets his just deserts? Does the inventor not die in poverty? Does the speculator not feed fat on his manipulated market? Does the real estate man not thrive on unearned increment? Does the farmer not toil sedulously and receive a mortgaged home? Does not many a workman seek, seek, seek only the right to work in vain?

What we need is more truth in business relations and less fiction. And this should lead us to a revaluation of social function, on a juster basis—so that gamblers, unproductive property-holders, and subsidized industrialists may not get an exorbitant share of produced income.

General Order 115 The Illinois Commerce Commission has just issued General Order 115. This promulgation of the commission contains rules for overhead line construction, and is a monument to the industry, united effort, persistence and intelligence of the Illinois State Conference of the International Brotherhood of Electrical Workers. Observance of General Order 115 will guarantee that first-class work shall be performed in virtually every phase of the jobs performed by public utility companies. General Order 115 throws every safeguard around the lives of workers and the property of citizens and public.

In other states, associations of electrical workers are busy erecting similar codes, and to them the work of the Illinois State Conference will be a guide and inspiration.

Labor at Play Those misinformed persons who think that all trade unions exist for is to strike should read the report of the U. S. Department of Labor upon the recreational activities of labor organizations. This is a cursory summary, but is broad enough to reveal the scope, magnitude and variety of trade union play. Social events include dances, card parties, concerts, entertainments, banquets and drama. It is reported that there are a surprising number of union bands, orchestras and glee clubs. Baseball and bowling are the most popular sports, carried on, often through interunion leagues. But union men and women are no different from other Americans and participate widely in hikes, swim-

ming, sharp-shooting, boxing, hockey, football, basketball, golf and tennis.

Excursions are held. One local owns an amusement park. Several unions have summer camps. All admit the value of play, and it is easy to predict a tremendous expansion of play activities under union auspices.

In this valuable report, little or nothing is said of movies sponsored by unions; and nothing about workers' education as a form of recreation, which it is. And nothing about writing for the official Journal as a form of recreation. We have always contended that writing is a form of sport, and many of our own correspondents make it good fun for themselves and their readers.

More Weasel Words We wonder how sincere business men are in their desire to revise the anti-trust laws.

We have noticed from time to time in these columns this more or less submerged movement among business men to wipe objectionable (objectionable to them) features from these hampering laws. Comes now James Harvey Williams, a business leader, in the Atlantic Monthly, with a detailed plan for a new code. Mr. Williams must have legal training for he appears to take refuge in what Supreme Justice Taft once called "weasel words." He suggests that the phrase "restraint of trade" be changed to "unreasonable restraint of trade." Now of course this is a device for putting the whole matter of the law's administration in the hands of courts. It will mean that a judge, with his unconscious leanings toward business, will determine what is reasonable and what is unreasonable. As we know judges, interpreting our past experiences, it will be reasonable restraint of trade when a trade association performs, but it will be unreasonable restraint of trade when a labor union acts.

Labor has its own movement to amend the anti-trust laws, under which most injunctions are now issued, and it will avoid the word "reasonable" so dear to men like Mr. Williams.

Speed the Task It is gratifying that at last physicians themselves have undertaken to face the problem of the high cost of medical care. A committee has been formed with headquarters in Washington numbering physicians, surgeons, economists and business men in its membership, formed to face frankly this problem of problems. In its opening announcement this committee admits that a poor man can not reap the values of medical science, but they deny that this is the fault of physicians. They declare that doctors are generally underpaid. This is not the general impression. Physicians and dentists seem to belong to the most prosperous section of the community. However, we do not want to prejudge the committee and its self-elected task. We believe its personnel guarantees an unbiased report. We wish to endorse its labors. We petition them to speed the work, for we, too, agree that every man, woman and child deserves to share in the achievements of medical science. It is one of the tragedies of our civilization that they now can not.



WOMAN'S WORK



Waitresses Need Union—Gratuities Not Enough

By A WORKER'S WIFE

It takes skill, personality, tact, and a fair measure of good looks, to be a successful waitress. The employer picks girls who are young, strong, healthy, attractive and bright, keeps them hustling for eight hours a day or more, and expects them to pick up the difference between what he pays them and a living wage, from the generosity of those they serve. "Tips" are expected to make up the balance. But do they?

This city, or at least a large part of it, takes its noon lunch perched on a high stool at the soda fountain and sandwich counter, or pushes its tray past the enticing displays in the cafeteria. Louise is a girl who has been helping serve the public its lunch for five years, more or less. I have followed her for the past two years. And followed is the right word, for she has worked in at least a dozen eating places during that time. Louise is ambitious. Each new place looks like opportunity; in a few months she realizes its limits; then—she hears of a new tea shop opening up, or a friend tells her there is a job at the soda counter in her particular shop—and Louise is ready to make a change. She leans over and whispers to her particular "customers" as she serves them.

"I'm leaving here Saturday, got a good job promised me at Martin's. Why don't you drop in and see me there next week?"

"What will they pay you?" patron may sometimes inquire.

"Twelve a week—and tips—same as here—but they say the tips are better."

Even soda counter girls count on the tips, though these are generally small. The working girl who buys a soda does not leave a tip; the busy housewife, rushed with her shopping, is counting her nickels and dimes too carefully; and the business man, lavish with his money when there are customers to be impressed, seldom comes to the soda counter except in an economic mood. Two or three dollars a week is as much as a girl can hope to make in tips at one of these places. Yet the girls need the money and sometimes go out of their way to invite tips.

"Lots of people will fall for a little something extra with their order, or a little attention," Louise tells me. "There is a standard way of fixing the sandwiches and mixing the drinks, but when I have a customer who looks like she would appreciate it, I add a few extras. A couple of cherries and a slice of orange in a fruit drink, or a heavy hand with the whipped cream in a soda, or a pickle and an olive with a sandwich. Then I usually make it a point to ask, 'Is everything all right?' The tip is only a nickel or a dime, but it counts up if you work it right. The manager generally doesn't like it when you give the customer something extra, the standard serving is what they make their profit on, and the fact that an extra pickle may mean a dime for the waitress doesn't count when

they figure the day's receipts. That's what discourages waitresses and makes them lose interest in giving service to their customers."

Although the rush hour is over by 2 o'clock and only a few patrons dribble in during the afternoon hours, the soda girls must remain on the job. They clean up the counters, polish silver and glass, gossip about their "boy friends," and the tips. Their hours may be from 9 to 6, and most of the time they are not too busy. But it is the noon rush, from 11 to 2 o'clock that drains the waitress of her youth and vitality.

"In one department store where I worked the kitchen was on the floor below the soda counter," Louise related. "And in the noon rush there was such a crowd that people were standing up, waiting to grab a stool as soon as it was vacated. Whenever anybody ordered a sandwich, we would have to rush down those rickety old stairs to the kitchen, make up the sandwich, and come up again, always on the dead run. I got to be assistant manager there, did all the buying, but I couldn't stand it. I was all in. I quit."

One of the best jobs Louise has had was

in a small cafeteria, where she received no tips at all, acting as counter girl and checker. Better wages and better meals, which are a part of the wage received by full time waitresses, more than made up for the tips she had been receiving. Louise was quite happy in this job for nearly a year. But eventually she left.

"The hours were too long," she explained. "Ten in the morning till 8 at night is long enough, and lately the manager was stretching it to 9 at night."

So now Louise is back in a department store, where she started, except that it is not the same store. She is the ideal waitress, too, according to most standards, experienced but still young, strong, healthy, alert, capable, and both pretty and neat looking. Yet she has not advanced. It is still "twelve a week—and tips." You may think Louise has the habit of changing jobs too often, but she tells me the girls who stayed in the same job are no further ahead than she is.

"The really good jobs in hotels and high-class restaurants mostly go to men waiters," she says. "They get the high tips. And for a tea room hostess or manager, they pick some college dame with a high hat manner. The waitress can hustle all she wants to, she's not going anywhere."

Louise never knocks the shop where she is working but when she leaves she complains loudly about its hidden faults. Dirty basement kitchens, rats that gallop across the uneven floors, men managers who want to take too much personal interest in the girls, backbreaking loads, rush hours, long hours, are a few of the adverse conditions that confront the waitress. But it never seems to occur to Louise and her fellow employees that by united action these abuses could be corrected. Instead, they quit, find a new place.

There is very little future for a waitress. When the hard grind has taken its toll of her strength and her good looks are fading, a younger girl takes her place. You don't see middle-aged waitresses in the city, except possibly in small or very conservative restaurants. From 16 to 30 is about the age range you will observe; most of them seem around 20. And what becomes of the worn-out waitresses; have you ever wondered?

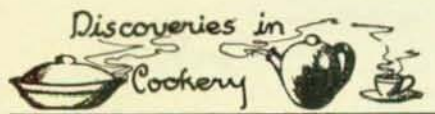
Many places prefer the young "green" girl. They prefer to train her in their own methods. She is given a short course in laying the table, learns to memorize a long order, how to carry a tray, how to wear her trim uniform (which she usually pays for herself) and is taught the psychology of how to please the customer. This last is the science of how to extract the tip and is studied assiduously.

The managers and owners claim that the tip is necessary, that the public likes to reward good service with a good tip, or show disapproval with a small one. They

(Continued on page 331)



Attractive! The flower girl at the summer wedding wears this costume of pleated flesh chiffon—Assorted lace trim and sleeves and a hint of turquoise ribbon and orange blossoms finishes the shoulder.



By SALLY LUNN

ENTERTAINING OUT OF DOORS

When you want to entertain a big bunch of good friends and make sure that everybody has a good time, including yourself, make it a picnic supper on the lawn or porch. My readers will think of me as a picnic fiend, but really, there is nothing I enjoy more. Even quite a large number of people may be fed without a great deal of work on the part of the hostess. Recently I had a crowd of 20 for a lawn picnic. Here is the menu I served them:

Olives	Radishes	Green Onions
Sweet Pickles	Mustard Pickles	Mustard
	Catsup	
Potato Salad	Cole Slaw	Deviled Eggs
Broiled frankfurters	Buns	
Hamburger with tomato sauce		
Iced Tea	Hot Coffee	
Waffle Strawberry Shortcake with Cream		

Of course you do not need to have so many kinds of pickles, but the catsup and mustard are quite necessary and most people like to slip a pickle into a "hot dog" sandwich.

The potato salad was a big hit, especially with the men folks. Here is my recipe:

Peel and boil medium sized potatoes, one for each guest (in this case 20), in salted water till done. While still hot dice into a large bowl and add:

1 cup mustard pickles, cut fine.
12 radishes, sliced
1 large mild onion, chopped
Mayonnaise enough to mix well.

Chill in the icebox till time to serve, and then pile on a large platter or bowl, garnished with lettuce; over the top slice two hard-boiled eggs and decorate the edge with sliced tomatoes which have been dipped for a moment into French dressing.

The deviled eggs were given novelty. Several slices of bacon, one slice to each egg may please you, were fried until crisp and dry, crumbled into a bowl, and these, with mustard, mayonnaise, salt and pepper to taste, were mixed with the hard-boiled egg yolks, and the mixture neatly encased in the whites again. A leaf of parsley on each makes a pretty garnish.

The frankfurters were broiled in an old-fashioned wire toaster over an open fire till crisp and enticing, but the hamburger was prepared on the stove in this simple manner:

Chop large onions, one to each pound of meat, and fry till nearly done. Remove to a large kettle with a tight-fitting cover (I use my cast-iron Dutch oven) and cook slowly. In the hot frying pan place flat patties of ground meat of the size for sandwiches, season with salt and pepper. Fry till brown on both sides, and remove to kettle with onions. Continue till all meat is fried. Now you have your iron kettle full of hamburger balls, steaming till thoroughly done. Pour over them two cups of concentrated tomato sauce, let cook fifteen minutes and serve.

Waffles are fine for strawberry shortcake, and this is how I make them:

Fashions of the Hour



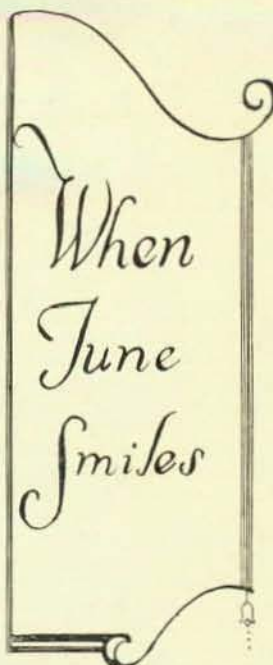
Picture hats- that flattering fashion- return- lovely in their transparent straw and chiffon flowers

The indispensable sports ensemble has a smartness all its own in the new wool- and- rayon knit fabrics with a gay silk tie

Photos by Herbert



Silk-and- rayon crepe printed in an exotic array of red, green and black flowers, is gorgeous for the blouse of this summer creation



When June smiles

Poverty Blamed

"Poverty is the principal cause of sickness and disease among workers' children," said William Green, president A. F. of L., in a radio address.

"The child who suffers from poverty is helpless; it is a tragic victim of its parents' economic distress," said the trade unionist. "Poverty is due to a number of causes. Sometimes it is traceable to illness, old age and dependency, but largely to unemployment and low wages. This presents a problem which must be solved if children's ill health is to be eliminated."

Sift 1½ cups flour with 3 teaspoons baking powder and ½ teaspoon salt.

Separate 2 eggs, and add the yolks, slightly beaten, to the flour mixture.

Add 1 cup sweet milk, fold in whites of eggs beaten till stiff, and 1 tablespoon melted butter or salad oil.

When your waffles are baked, cut them into quarters, as one-quarter makes a good serving. Dust with confectioner's sugar, and pile over each sweetened crushed strawberries and whipped cream.

Personally, I think one of the nicest things about picnics is paper plates! No washing up!

How St. Louis Radio Men Were 100 Per Cent Organized

By ARTHUR SCHADING, Business Representative, St. Louis

WE begin this issue with Class E or radio men. You must understand that even to briefly attempt to outline how this radio organizing was done would take years to explain at the rate of one page a month, but I will give you high spots on the results. There was no organizing scheme; just hard work on fellows that were drilled and trained against organized labor. Oh, boy; talk to them now about the electrical workers. They are dyed in the wool union men now.

"Class E"—radio men—form an interesting study, if one wants to see union men in a stage of evolution; and it is a wonderful opportunity for any student of organized labor to use these men as a subject. The radio field is almost 100 per cent controlled in St. Louis. We have battled and won although we have additional battles and we realize our worries in this department are by no means over.

How far we reached and just what was accomplished would make a big book but, perhaps, to give you somewhat of a mental picture we herewith submit an editorial from a weekly labor paper in St. Louis which we hope will give you a slight impression of what would take volumes to explain.

(Editorial "St. Louis Labor," June 11, 1927.)

DAWES AND SCHADING

Mr. Dawes is Vice President of the United States and presiding officer of the United States Senate.

Mr. Schading is business agent of the St. Louis Electrical Workers' Union.

Dawes and Schading are both loud speakers. Dawes represents big business and high finance, Schading represents the workers.

Last Tuesday Mr. Dawes came to St. Louis, not to meet Schading, but to deliver the commencement address at Washington University Field House, which had been announced as part of the morning program of Station KMOX.

Mr. Dawes delivered his address, but when it came to broadcasting the speech the Vice President of the United States discovered that there was at least one man in St. Louis who had control over Mr. Dawes' voice. He decided how far the vice presidential voice should reach. Dawes is the Boss in the United States Senate. Here in St. Louis Mr. Schading became the boss to boss Boss Dawes.

The University people in charge of the ceremony borrowed the amplifier or loud speaker installation of the Southwestern Bell Telephone Company for use in amplifying within the Field House only. Arrangements were made with Station KMOX for the broadcasting, but the union operators of KMOX were forbidden by Mr. Schading, the union business agent, to broadcast the speech, because the Bell apparatus was not in charge of union men. Attempts to adjust the difficulty by separating the inside and outside apparatus, and even by placing a union man in charge of the Bell apparatus, were without result.

Mr. Dawes, ever since he took it upon himself to preside in the U. S. Senate, endeavored to interfere with the unlimited freedom of speech of the Senators.

Now Mr. Schading has given him a little lesson along the same lines. Perhaps Mr. Schading never dreamed of ever playing the role of dictator over the Vice President of the United States.

The "radio addenda" to a regular electrical contractor's agreement is also herewith attached so you do not think that we forgot the Class "A" or wireman end:

ADDENDA

Radio Installation Company
and
Electrical Workers,
Local Union No. 1.

1. That the installation and construction work of all radio stations and amplifiers shall be done by Class "A" wiremen at the prevailing rate in the regular agreement.
2. That the operation and maintenance of these stations and amplifiers shall be done by

Class "E" men at the prevailing rate in the radio agreement.
3. Any temporary pick-up or broadcast or amplifiers will be taken care of by Class "E" men.

(Signed) WILLIARD R. HOYT,
Radio Installation Company.
(Signed) A. SCHADING,
Electrical Workers, Local No. 1.

The radio scale is divided into three divisions, but two scales:

First man: In charge of station, license man, \$55 per week.

Second man: To assist at station, non-license, \$45 per week.

Third man: Amplifier, control board or pick-up man, \$45 per week.

Special stands or less than six nights:

First man: \$10 a night, ready to serve.

Second and third men: \$8 a night, ready to serve.

Radio hours, eight hours per day on each shift, six days a week. Any station running more than eight hours means additional men.

As an illustration, a station going on the air at 12 noon for one hour and then from 5 p. m. for one hour is considered "ready to serve" from 12 noon to 6 p. m.—total six hours. The station can use the man's time to maintain the station, charging batteries, repairs, etc.

The local accepts no excuse of breakdowns or drunkenness and, fortunately, up to this writing we have never had a complaint on drunkenness.

Class "F"—lightning rod division—is still in its embryo state, but in order to give some idea of progress to date will outline the formation.

The lightning rod game goes back as far as Ben Franklin's days, I presume, and so far as my knowledge is concerned in L. U. No. 1 it had never had an organization. Recently as never before we find installation after installation going in with lightning rods; and finding a conductor also to be insulated, we insisted that men in this industry join our new division. They did this without very much difficulty on our part and, like radio, never cost us a penny with the exception of the business manager's time.

Class "F" men have a journeyman and apprentice system, the apprentice serving four years. This class is of a "steeple jack" class and requires these qualifications:

Class F Scale: \$1.50 an hour on industrial plants, chimney and old work; new work as residents \$1.00 an hour, and shop work \$1.00 an hour; eight hours a day, five days or 40 hours a week on outside work. Shop work eight hours a day, five and one-half days or 44 hours a week.

Shops must sign the regular electrical contractor's agreement with the enclosed addenda:

Sections 1, 2, 3, and 4: The working week shall consist of 44 hours. Eight hours each day (no Sundays) and four hours on Saturday. All work on Saturday must be in the shop, unless said work is outside the jurisdiction of Local No. 1. I. B. E. W., where Saturday morning work is permitted. When overtime is necessary in the shop, time and one-half shall be paid. All other overtime shall be double time.

Section 18: The wages to be paid journeymen shall be \$1.00 per hour for shop and all new installation work; \$1.50 per hour for all old chimney work.

Section 19: The rate of wages for apprentices shall be as follows: First year 40c per hour; second year 60c per hour; third year 70c per hour; fourth year 80c per hour. The apprentice shall serve four (4) continuous years before becoming a journeyman.

(Signed) CHAS. SCHUCHARDT, JR.,
The Carl Bajor Lighting Conductor Co.
(Signed) A. SCHADING,
Electrical Workers, Local No. 1, I. B. E. W.

This gives you a brief but general outline of the formation of Local No. 1 and from now on I will try to explain in my humble way many obstacles, pitfalls and especially the facts of organized labor misunderstood by those who are not in a labor organization today and who, therefore, do not understand its problems. At that they complain about the terrible demands that union men are making.

Just before I go into the above questions would suggest for the union men that believe in the union principle as given to us through the International Office and the American Federation of Labor to permit me to add a few words about one word that I believe is rather befitting at this time; that one word is "prejudice."

A man can lose his temper and be forgiven or commit a crime through passion and be considered, and any one could be misinformed, but for anyone to be prejudiced is terrible and foolish.

The labor movement's greatest evil, within its ranks, is prejudice.

Maybe you have one religion and your neighbor another and you do not like him. Maybe he is for me and you are for someone else, therefore, you do not like each other—prejudice, that is all.

Your fellow member pays his dues; pays his debts; knows nothing bad of you; but still he doesn't like you. Why not? Prejudice.

Your fellow member likes music and you don't; he eats meat and you don't; he is wet and you are dry. Different tastes and ideas that's all, and still you two want to fight and say bad things about one another. Just a pair of fools, that's all.

What a fool man is to permit himself to be carried by prejudice. Fool is the word and it fits most of us as tight as a skin on a sausage.

One "idea" you both have—better wages and conditions—don't forget them and add in jurisdiction.

Get all of the facts straight and then if conditions warrant it fight, but do not fight until you know what you are fighting about. Let the general in all of your struggles or battles be Truth. Never permit General Prejudice to fight your battles because you will lose every time.

Did you ever get real frightened? Well, if you want to get a real thrill or a fright, just look in your own mind and see how many prejudices you have and you will swear that the truth is the best antidote to prejudice.

In all the trials conducted by Local No. 1 the plaintiff faces the defendant—no back door and no whispering. Tell it to the defendant right to his face and get it over with and remember "murder will out" and everyone is a better man after it is over.

We have made good men out of bad ones, although the work has been tedious and painstaking but when the soil is made fertile and the best seeds are planted the crops are increased proportionately and the quality higher. This puts a local union on the pinnacle of the labor world; where every electrical workers' local in the U. S. A. and Canada should stand in their locality.

It is the same old story; this old man "what's his name told me so"—or old man Prejudice told me so. Stop it—let's be real men.

Our care should not be so much to live long as to live well.—Seneca.

CONSTRUCTIVE HINTS

Use of Current Transformers

Current transformers are used with ammeters, wattmeters, power factor meters, watt-hour meters, compensators, protective and regulating relays and trip coils of circuit breakers.

One current transformer can be used to operate several instruments provided the amperage of the transformer is not exceeded.

Switch Notes.

In case the jaw or hinge blades are out of line they may be tapped with a machinist's hammer using a fibre block against the switch so that the copper will not be marred.

Check the switch contact with one and one-half thousandth inch feeler. If the jaw blades are not parallel they should be twisted into parallel position.

If there is an outward bow in the jaws the blade of the switch is pulled out as far as possible and the jaws straightened by striking lightly with a rawhide hammer.

If there is any inward bow in the jaws it is straightened by inserting a round pin between the jaws, then squeezing the ends of the jaws together with a pair of gas pliers with protected ends so that the copper jaws will not be marred.

In case it is desired to "grind" in the contact of the switch, vaseline mixed with pumice or scouring powder should be applied to the blade and jaw, then the switch should be operated a sufficient number of times to grind in the contact. This grinding mixture should be entirely removed before pulling the switch into operation. Do not use emery dust as other hard abrasives as the switch copper will start cutting between contacts and the contact will be destroyed.

Plain break knife switches are ordinarily not intended for opening a loaded circuit. Therefore, it is well to see that the breaker or starting device in series with the knife switch is opened first. Knife switches with quick break attachments can be used for opening circuits up to their normal current rating.

Voltage Transformers

Voltage transformers are used with voltmeters, wattmeters, watt-hour meters, power factor meters, frequency meters, synchrosopes and synchronizing apparatus, protective and regulating relays and no voltage and over-voltage trip coils of automatic circuit breakers. One transformer can be used for a number of instruments at the same time if the total current taken by the instruments does not exceed that for which the transformer is designed and compensated.

Automobile Ammeters

An ammeter on an automobile has to be right or it is useless. With your battery properly recorded as to charge and discharge one of the principal causes of tie-up is solved. In years past automobile manufacturers bought here and there regardless of precision standards and many a motorist has had to suffer by the road side for this sort of engineering. Today, more than ever before cars have to sell as horses used to sell, that is by basing selling value on past performances.

Principle of Operation

For a reliable line of ammeters used for automobiles and radio and battery charging devices the principle of operation is as follows: The ammeter case has a magnetic yoke projecting from the rear. Through this may be passed one or more turns of the current carrying conductor. This yoke has pole pieces extending into the inside of the case, and these poles vary in magnetic polarity and strength with the direction and value of the current passing through the turn or turns on the yoke. This electromagnet is made of the specially prepared alloy steel based upon extensive research, and acts without any residual magnetism error.

There is also a fixed permanent magnet inside the instrument, and its pole pieces are at right angles to the poles formed by the yokes. Pivoted upon a shaft in the center of this group of poles is a soft vane, which takes up a position corresponding to the relative strength of the permanent magnet and the electro-magnet.

The usual pointer, attached to the shaft, indicates the value of the current or voltage that it is desired to measure, depending on whether the instrument is arranged as an ammeter or as a volt meter. The essential parts of the instrument are the same in either case.

In the ammeter, if it is desired to obtain the same pointed deflection with half the usual amount of current, it is only necessary to double the number of turns passing through the yoke.

Taken altogether, these instruments are flexible in application, rugged and compact in construction, reliable and simple in operation, and comparatively inexpensive. They are particularly adapted to meet the automobile needs and all ordinary demands for radio users.

Armature

An open circuited armature coil not revealed by inspection can be located by disconnecting the upper leads from each burned commutator bar and applying the terminals of magnets or a lamp testing circuit between each free end and all the other bars. A complete circuit will be indicated with all except the end of the open coil.

An open circuited or short circuited armature coil can be repaired temporarily by cutting off and taping both commutator leads from the defective coil, fastening them where they cannot injure the other leads, and short circuiting by means of a jumper the two bars with which the damaged coil was connected. Great care should be used in applying this remedy and it should be used for temporary purposes only pending the proper permanent repairs. An open circuit in a wave wound armature will cause burned commutator bars at as many different points as there are pairs of poles. In case of a short circuited coil the removal of a lead from the commutator bar will not always remove the difficulty, it being necessary to open the coil (or series of coils in a wave, or series winding) elsewhere in order to prevent the short circuit from causing a burnout.

In rewinding an armature great care should be taken to see that the throw of the leads is made the same as on the original winding. This is particularly important on machines having fixed brush positions.

How It Operates

The instrument consists of a solenoid and core acting on an arm that carries the recording pen, and a continuous strip of paper moved uniformly by a clock mechanism. To overcome the slight friction of the pen on the paper, the solenoid is made powerful in its action. Its action is controlled by a heavy spring which minimizes inaccuracies due to slight errors in the levelling. The energy consumed by the voltmeter including is 25 watts. The energy consumed by the ammeter is seven watts, thus adapting it for use with the ordinary current transformer for currents higher than the current rating of the instrument.

The paper driving mechanism is a pair of sprockets driven through gearing by a standard eight day clock mechanism. The clock is of the key wound type with balance wheel escapement. Under normal conditions winding once a week is sufficient, but winding twice a week is recommended to insure against stoppage. The standard rate of drive is one inch of paper per hour but instruments of two inches can be supplied. An instrument with a miniature synchronous motor which eliminates all winding is now on the market.

Cartridge Type Cutout

The cartridge type cutout is similar in appearance to the ferrule type cartridge fuse. In this cutout the heater wire is built into the cutout, the heat being conducted by a brass heater post, to a refill washer. This washer consists of two concentric rings of copper sweated together by a fusible alloy. The inner ring rests upon the heater post and the outer ring is under spring pressure. When an overload causes sufficient heat to melt the alloy the spring forces the two rings apart, rupturing the arc. The washer is replaced by unscrewing one ferrule. As the rating of the cartridge type cutout is dependent on the built in heater coil, the same size washer is used in all ratings and when a different ampere capacity is desired the cutout must be changed.

Magnetic Starters

These starters are used for starting small self-starting, single phase and polyphase squirrel cage induction motors by connecting them directly to the line, where the access to the line is suitable, and where remote control is desired. They are generally applicable wherever the load is fairly constant and overloads are not frequent. Magnetic starters are used on lathes, boring mills, grinders, cutters, and other machine tools, wood-working machinery, conveyors, fans, blowers, pumps, compressors, and similar applications.

Plug Type Cutouts

The plug type cutout has a left hand thread to avoid the substitution of a plug fuse in the switch. The thermal element is a length of special heater wire to which a copper disc is sweated, using a special fusible alloy. This element or refill is secured in the cutout under spring pressure. When an overload heats the special resistance wire the alloy melts, and the circuit is ruptured by the spring forcing the disc from contact with the refill wire. Plug cutouts are rated for the current they will carry continuously. In order to change the ampere rating of the plug type cutout it is only necessary to change the refill.

EVERYDAY SCIENCE

Thermometer Scales

Newspaper reports of cold wave temperatures are recorded at times by the Fahrenheit thermometer (popular) and also by the Centigrade (not so well known). The following information and comparison will help to make clear the difference. In order to compare the temperature measurements of one thermometer with those of another, two fixed points are easily obtained and located upon the tube of the instrument. The first of these is the freezing point of pure water. This point is found by packing the thermometer in ice or snow. When the mercury has ceased to fall, the position of the bottom of the column is marked upon the tube. The second fixed point is the boiling point of pure water. The thermometer is suspended over boiling water in a tall vessel so that the column of mercury in the tube is completely enveloped by the steam. The mercury rises for a time but finally comes to a position where it becomes stationary. Since, however, this temperature changes with the pressure of the atmosphere, it should be taken under normal atmospheric pressure.

The points thus obtained upon a thermometer scale are often marked with the words "freezing" and "boiling." The space between the freezing and boiling points is divided into temperature units called degrees. According to the centigrade scale the freezing point is marked 0 degrees and the boiling point 100 degrees. The interval between the two points is then divided into 100 equal parts. Similar divisions are produced upon the tube above the boiling point and below the freezing point. Centigrade thermometers are almost exclusively used for scientific purposes.

Electricity Replaces Ice in White House

An electrical refrigerating unit has been installed in the refrigerator of the White House kitchen. This refrigerator, which was purchased in 1924, has been kept cool by ice manufactured in the plant of the Army and Navy Building across the street.

The first White House had an ice house built into it. This was a cellar 20 feet wide and 15 feet deep. It was filled with ice cut from the Potomac. At times before the Civil War, ice from the Kennebec River was used. Artificial ice was first used about 25 years ago, and now electrical refrigeration will be used which dispenses entirely with ice for cooling.

Atmospheric Density

The air, unlike the water of the ocean, which is practically incompressible, diminishes in density as one ascends a mountain or rises in a balloon or airplane. As the pressure becomes less, the density of the air decreases proportionately. Thus at the top of Mount Blanc in Switzerland, an altitude of three miles, the barometer indicates only half as much atmospheric pressure as at sea level. Hence the density of the air at this altitude is only half as great.

Aviators have succeeded in ascending to an altitude of over seven miles. At seven miles the pressure is 18 centimeters or about one quarter of sea level pressure. Greater altitudes have been explored by aid of balloons equipped with self-registering instruments until a height of 14 miles or more has been attained.

Expansibility and Compressibility

Gases, unlike liquids, are easily reduced in volume by increasing the pressure under which they exist. This is evident from the fact that the quantity of air in the tire of an automobile; for example, it may be increased to double or triple the original mass. Again, the air in a pneumatic cushion is compressed into a smaller space when one sits upon it, but it springs back to its original volume when the pressure is relieved. Thus air and other gases manifest the property of expansibility as well as compressibility. The pop gun and air rifle made use of these properties of air: First, the air is compressed in the cylinder of the gun, then as the pellet moves, the force of expansion drives the missile with great acceleration from the barrel.

Maine Had First Water Power Plant in the United States. Now Has 543,817 HP Developed

The first water power development in the United States is said to have been built on the Piscataquis River at South Berwick, Maine, on the site now occupied by a blanket mill. According to history, Ferdinand Gorges obtained a grant from the English crown in 1620, giving him the right to settle and develop the territory from the Atlantic to the Pacific Ocean between the 40th and 48th parallels north latitude.

One of the stipulations of this grant was that he should develop water power, and he accordingly constructed a log dam, erected a grist mill, and sent the meal to England as proof that he had fulfilled that part of the contract. The water power site developed by Gorges has been in continuous use ever since.

The state of Maine leads all other New England States in the amount of water power available for the generation of electricity. At the present time, 543,718 HP has been developed, of which 233,525 HP is generated by public utility companies, 223,696 HP by paper companies, and over 86,000 by mills and other industries.

Several large developments are now under way and it is estimated that potential undeveloped water power exists sufficient to develop 642,650 HP for 60 per cent of the time throughout the year. This figure does not take into account the half million or more horsepower which it is believed can be developed by means of tidal power on Passamaquoddy Bay.

Ford Big User of Manufactured Gas

According to Industrial Gas, the Ford Motor Company of Detroit is one of the biggest users of manufactured gas in the world. Practically all the fuel used in heating operations in the factory is gas. Approximately, 23,000,000 cubic feet of gas are used each day, and when plans now under way are completed, the consumption will be upwards of 50,000,000 cubic feet a day. More than many good sized cities use.

Gas is employed for heating all steel used in forging the various parts required in the production of Ford and Lincoln cars, as well as in making steel, brass and aluminum castings. More than 2,200 tons of castings are turned out in sixteen hours each day. Gas is used also in the foundry for baking cores.

What Is Cancer

The word "cancer" as popularly used is a general name for a great variety of malignant tumors. The word "tumor" is used for any lump or new growth in the body which may or may not be malignant. There are many varieties of harmless or benign tumors and also many varieties of malignant tumors. Benign tumors rarely cause death, they merely bring discomfort or disfigurement. The benign tumors are composed of either bone, cartilage, fat, muscle or fibrous tissue. They differ from cancer not only in their origin but also in their course, growing usually to a limited size and not spreading to other portions of the body as does cancer. Malignant tumors vary greatly in their appearance, structure and rate of growth. They do not cease growing until they destroy the life of the patient.

Death from cancer may be very rapid, sometimes a matter of a few months if the tumor spreads quickly; or a patient may carry a small local tumor, usually of the skin, for 20 years or more and even die of some other disease.

Death is not caused by a "poison" from the cancer. There is no such poison. Death is caused by the interference by cancer with the proper function of one or more organs of the body.

A patient may have a cancer growing in all parts of the body and still have a good color and not lose weight until shortly before death. This shows no vital functions have been interfered with by the growth.

New Wrinkles in Street Cars Magnetic Brakes

Electricity, long used to move and light street cars, is now used for emergency stopping. The first electric street cars were brought to a stop by hand brakes. Later air brakes were used, the air being furnished by electrically driven air compressors. Recently electric cars have been fitted with magnetic brakes for emergency use. Magnetic shoes are suspended about two inches above the tracks. These can be released by means of air pressure and magnetized at the same time by electric current from the wires. This causes the shoe to grip the rails, bringing the car to a stop in one-third less distance than can be attained with air brakes alone.

Desk Telephone Has 201 Parts

An ordinary desk telephone set, which apparently consists of only a receiver and transmitter, when taken apart will be found to have no less than 201 parts. One hundred and fourteen of these, however, are small, consisting of nuts, screws, washers, bushings, insulators, etc., while the remaining 87 are those parts which are held together by the smaller units. All of these parts must be made so nearly alike that they will go into their respective places without any additional fitting. No variation in size beyond one-thousandth of an inch (plus or minus) is permissible.

With a daily output of 5,500 sets in one factory, no less than 1,100,000 parts must be handled in the assembling of these instruments. To maintain the accuracy necessary 30,000 gauges are used in the manufacture and testing processes.



CORRESPONDENCE



APPRENTICE CLUB OF LOCAL NO. 134 REPORTS BIG SOCIAL EVENT

The fifth annual May party and dance given on Friday, May 25, 1928, was one of the Electrical Apprentice Club's most successful events.

The Union Park Temple Auditorium (Electrical Workers' of Local No. 134 Headquarters), where the event took place, was beautifully decorated. The apprentices danced side by side with the lordly alumni, but it was the apprentice club members that night, who were in all their glory. The journeymen's attendance was greater than the apprentices, and all about the hall, old acquaintances exchanged memories of "way back when."

The syncopation of an orchestra, who were highly complimented, and an excellent floor made dancing a pleasure for every one and inspired the dancers to demonstrate all sorts of new steps. Although a great number of people were present, thereby making the dance a social success, the capacity of the hall gave all plenty of room. According to the wardrobe check report, it showed that our attendance was greater than at any previous social affair held at the Union Park Temple.

Many of the officers of Local Union No. 134 were present and mixed in the fun as gay as any apprentice.

Among our special features were, a complete program of Orpheum Circuit vaudeville, and moonlight dancing. Favors and noise-makers were distributed to everyone and refreshments were served to our guests.

The gayety lasted until twelve-thirty, when the orchestra played "Home Sweet Home," against the wishes of the dancers who could have gone on forever, but as all good things come to a close, so did the dance.

We have a 100 per cent apprentice club membership campaign on now. Our aim is to have every apprentice of Local No. 134 become a member and partake in all of the activities of the organization.

L. U. NO. 1, ST. LOUIS, MO., RADIO DIVISION

Editor:

On the evening of April 20, the radio audience of station KMOX were given a real thrill, and those who happened to be tuned to 1,000 K. C. at that time heard the thunderous tones of "Big Ben" the great bell on the House of Parliament, London, England, strike the hour of midnight. It was another rebroadcast for which KMOX is becoming quite famous, and is to be a regular feature whenever atmospheric conditions permit.

The English station broadcasting the voice of Big Ben was none other than 5-SW, Chelmsford, Eng., on a wave of 24 meters, which was picked up by a special receiver designed by Willing Wood, well known experimenter in radio circles in St. Louis. After receiving 5-SW consistently for a period of four or five days, Wood communicated with Brother William H. West, chief engineer of KMOX. The special receiver was then installed in West's home along with a private wire to the transmitting sta-

READ

Philadelphia makes big advances, plans movies as features of meeting, by L. U. No. 98.

Facing fear, by L. U. No. 369.

Radio thrills in St. Louis, by L. U. No. 1, radio division.

Spring Valley faces fire, by L. U. No. 363.

A stirring union exhortation, by L. U. No. 259.

Spring in Atlantic City, by L. U. No. 211.

Telling salesmen where to go, by L. U. No. 46.

Affairs in Winnipeg, by L. U. No. 435.

Kansas City gets the vision, by L. U. No. 124.

The Worker as a Phone Directory, by L. U. No. 418.

San Francisco reports on momentous public affairs, by L. U. No. 151.

And many other vivid, gossipy, amusing, friendly, stirring, newsy letters from Brothers everywhere.

tion at Kirkwood, allowing the English station to be rebroadcast. Thus another chapter has been written in the progress of short wave rebroadcasting.

It might be well to give a few details of so remarkable a receiver which is able to tune in broadcast stations at such a distance. This receiver developed by Willing Wood, while not employing any new principles or fundamentals, is quite unique in the apparatus used, and the manner in which they are connected. The receiver is constructed around a Silver-Marshall No. 440 time amplifier, which is a 112 K. C. three stage radio frequency amplifier with detector. This particular amplifier Wood used as the intermediate frequency amplifier of an eight tube super-hetrodyne receiver; the autodyne combination of detector and oscillator being his own design, and so constructed with primary, secondary and tickler to cover the band of 20 to 30 meters. One stage of transformer, and two of resistance coupled amplification completes the audio end of the receiver.

The week of May 1, brought to station WIL St. Louis the formal opening of their new studios atop the Melbourne Hotel. The management of the station had been preparing and decorating the studios for the occasion for some time, and they are to be congratulated on having one of the finest and most modern studios in the middle west. The opening was a great success and each evening large crowds gathered in the rendezvous of the new studios enjoying the entertainment and watching the artists per-

form. During the week WIL was host to such guest announcers as Francis Chamberlin from WMC down in Dixie, and George D. Hay, director announcer of WSM Nashville, Tenn. As a climax of the formal opening, on the last night, May 5, a new feature was presented, which as far as we know was the first of its kind ever attempted by any station in this part of this country. On this particular night WIL had as their guests the entire staff of the voice of St. Louis, Station KMOX.

For over two hours George Junkin, manager-director of KMOX and his staff presented a program which in the opinion of the writer, was one of the most novel and entertaining programs ever broadcast. It might be well to state in connection with station WIL that Brother Mayer has returned from school, and is back with "The Friendly Station" again; the writer is to join KMOX staff May 20.

DELMAR W. FOWLER.

L. U. NO. 12, PUEBLO, COLO.

Editor:

Another month has gone by and it finds Pueblo in a more settled condition than it was at the last writing. The plumbers' lock-out was finally settled and all the men are back at work again, as they should be at this time of the year.

Pueblo is growing! I told you last month that Brother Clyde McNeill's family had grown and this month I can report that Brother Haggerty passed out cigars to celebrate further domestic expansion.

Our Labor Temple elevator is nearly ready—push the button.

Pueblo is going on about as usual with no big jobs of any kind in sight at present.

Our ordinance committee has done good work and has draughted an ordinance and had it read before the people in the electrical industry and is preparing to present it to the city council to have it made a law. I hope by next issue to be able to report that at last we have an ordinance.

WILL FRENCH.

L. U. NO. 39, CLEVELAND, OHIO

Editor:

We can gain no better appreciation of the physical condition of our municipal light plant, than from perusing a survey in our JOURNAL. It's where our endeavor to keep pace with the age and efficiency is shown. We have the plant, the power, the energy and the men; all we have to do, when Brother E. W. McIntyre, our general line foreman, presses the button, is to help make things hum—things that are out of the ordinary as well as the regular and those that happen by inspiration. We go by the "rule of thumb," or 1,000 volts a mile, as a guide, as our general transmission voltage of 11,000 is based upon the fact that at this voltage and our copper conductors, a current density of one ampere per 1,000 c. m. gives a loss of about 10 per cent—that is, "the input divided by the output minus the loss."

This 11,000 volts emanating from our East 53rd Street main generating station, serves our large industrial users and sub-stations and, because of the distance covered in some cases, tie lines are used to serve the large users along or within reach.

Our apparatus and cable permits the 11,000 volts high pressure being adopted. Distance is not neglected and our loads are based on the safe carrying capacity of the size of our conductors. Our sub-stations are typically arranged to receive 11,000 volts high-tension, three-phase energy. At East 11th Street it is converted into D. C. by synchronous converters and at West 41st Street by mercury arc rectifiers. We have emergency lines where needed and the three important sub-stations have at least two sources of supply and tie lines.

Ours is a radial system—"lines direct from the point of supply to the point of delivery." A reserve supply is also secured by tapping a radial line or by extending a tie line from another sub-station. Our load density runs from five to 10 k. w. per mile, and the supply of power service to manufacturers is accomplished by the use of separate power feeders, as it tends to keep the power factor up; it is also a considerable saving in feeder capacity, this diversity of demand between power and lighting loads where the one is of the same order of magnitude as the other.

Our feeders are located as nearly as possible to the center of distribution; the sub-stations control the separate circuits. The lights must be switched on and off at a given time each day, and our operators do the switching. Some circuits have five to 10 miles of conductors of the parallel loop series system for our A. C. incandescent lamps, as it's the simplest and most economical form of distribution by reason of the various sizes of the units of the lamps. In the business district we use the larger and in the residence the smaller. They are a saving in operating costs and materially improve the illumination. Our operators are, if anything, more alive than the general run of men and give close attention to the hand regulation while the load is coming on in the evening. We also employ automatic regulation and suitable compensating devices.

The character of our buildings and equipment is fixed with due regard for extension and growth, operation, repair and construction, security of service and employees and a minimum first cost consistent with these conditions and with the importance of the service.

Brother McIntyre is replacing overloaded lines from time to time by a better grade of construction. The facility with which sections of our primaries may be controlled by emergency oil switches makes it safe for the linemen and the continuity of the service. There are "disconnective oil switches," besides our outdoor sub-stations, and we have fuses, lightning arresters and potential regulators that are not usually a part of a straight-away transmission problem to care for our troubles promptly as they arise.

For both light and power service we use the standard 2,300-volt transformer. The primary windings of our transformers are interchangeable and can be used on either 1,200- or 2,300-volt systems. The secondary winding is divided so that they can be used in the two- or three-wire distribution, and so designed for service as to permit being connected in series for use on higher voltages as the system develops.

The ratio of transformation is made adjustable by the primary taps and the pressure may be raised or lowered as the conditions require it. We have all sizes and types of transformers on hand to care for light and power service, and we here admit Broth-

er Al Kinzer to handle this end of the biz, as it's sometimes necessary to test for polarity before hooking transformers of different makes in parallel. The practice of the makers is not uniform in marking them.

If you see and recognize any anxiety in roaming through this manuscript, accept the changed tone as instinct dictates, because I had to open the cut-out at intervals to get over to it.

JOHN F. MASTERSON.

L. U. NO. 46, SEATTLE, WASH.

Editor:

Leap Year and June, a perfect combination. Beware young man, beware lest some designing damsel inveigles thee into the state of matrimony. What with Dan Cupid in hiding just around the corner ever ready to sneak up in back of you and kick you in the stomach (or should I say, he shoots an arrow into the air and it falls on man unaware, to be more poetical). Does the unsuspecting male have a chance? None whatsoever. I know for it was in the month of June some years back that I took the plunge and I'm still in up to my ears and not a bit sorry for I've got the best little woman in the world.

Listen Doris, when John the compositor proposes and you accept and Edith the proofreader acts as bridesmaid along with George the Foreman as best man will we still have to DOUBLE SPACE our lines and leave a good sized margin or can we be more economical and write on both sides and the edges? The good wife says I'm wasting paper when I don't run clear over into tomorrow, but I tell her she's all wet. She doesn't know anything about writing anyway and that's twice as much as I know.

L. U. No. 46 suffered the loss of Brother W. H. Tomlinson, who passed to the Great Beyond recently. The officers and members of No. 46 bow their heads in reverence to his memory and ask God to watch over and protect his dear mother who is comforted in knowing her son died a true and loyal union man.

Yesterday a clothing salesman came into the shop with a line of coveralls, work jackets and coats, etc.; he proceeded to show me a shop coat and when I asked him if it had the union label he said no, I told him I needed a coat but that as long as he couldn't show me the label on his goods he was in the right church but the wrong pew. It sure took the wind out of his sails. Nothing gives me more pleasure than to see a salesman slink out after telling him in a nice way what I think of his goods for not bearing the label.

Boys, don't forget that the union label on any article is a guarantee that it is right both as to quality and conditions under which it was made. Get the habit of talking with a clerk, let him tell all about the merits of an article, and when he figures he has just about made a sale ask him where the label is. Say, it's a kick to study the different expressions that come over their

ATTENTION, SCRIBES!

We would appreciate it if all letters for the August JOURNAL would arrive at this office on or before July 25. We wish to have the August JOURNAL in hand a week earlier than regularly. Please bear this in mind.

faces as they proceed to make excuses. "Caveat Emptor" as Brother Tustin would say.

Work is picking up, so the junk men and garbage men report, and it looks like we'll eat if that can over there hasn't been frisked already.

No luck, the bottom's out!

W. C. LINDELL.

L. U. NO. 53, KANSAS CITY, MO.

Editor:

Again the first of the month is about on us and we scribes must get busy and send in our correspondence for criticism.

Local No. 53 cannot report much progress as we are still at a standstill, no new work going on and the same old bunch holding down the jobs.

Local No. 53 is in a peculiar predicament. About a month ago a young man came up to the local unsolicited and made application for membership and was accepted and now the local has no job to put the new Brother on, so I guess he will pay a couple months' dues and then drop out and from then on he will be a hard one to line up. I am like Brother Ruyle of L. U. No. 193—why organize them and then make bums out of them? It looks like some organized effort should be made to line up some of these big power companies and the telephone and then there would not be much trouble in lining up the unorganized workers. But it cannot be done by preaching co-operative insurance.

This city will have the honor of entertaining the Republican national convention in June, but that will not help the I. B. E. W. in any way that we can see. The city will probably be decorated by the Kansas City Power and Light and Kansas City Public Service Company men, who are unorganized.

As there is no more news I will save time and space and ring off for the time being.

JOS. CLOUGHLEY.

L. U. NO. 84, ATLANTA, GA.

Editor:

Since my last letter, there have been very few changes in conditions generally. We have been able to reduce our unemployed list some, although we still have several loafing.

There is very little work going on at this time, it seems there is some holdup in construction work from some cause, as it has been rumored there are several jobs to be done.

We have had several Brothers on the sick list recently. Our sick committee has been doing some nice work in taking care of these Brothers.

Our quartette stays busy all the time, keeping engagements ahead all the time. We let them sing free wherever there is a chance to advertise, or for all worthy organizations, clubs, churches, schools, etc., and naturally anything that's free, is something everybody wants. Our quartette is an asset to our local, and to the organization at large. We certainly should be very proud of these boys.

We are all proud of our ladies' auxiliary. These ladies are doing some fine work. This organization is in its infancy, there being about 75 members, but with prospects of at least 300 members. No doubt it will be a great help to our local, and all organized labor in general.

On June 6, there will be a general city election. We have lots of friends in the city's officers, and other friends who are running for offices for their first time. We're all working hard for them and hoping they

all come through O. K. Probably there will be lots to report from this election in my letter next month.

We have a by-law committee at work. Several changes probably will be made, which will be a big help to every member of our local. One thing in particular is a plan to increase the funds of the sick committee, something which is needed badly.

On April 26, in filling the vacancy caused by Brother Railey leaving us, the scribe was elected president, a position very hard to hold without the perfect co-operation of every member of the local. No man can be a success in this position till he puts his whole heart and soul in this fight of ours. I confidently look forward to success, for I feel I can do my part, and I have reason to believe all the Brothers will do theirs. Anyway it's the members and not the president, who mean the strength of an organization. The Brothers have proven time and again the type of men they are, and even at this time, with several important things before us, to a man, they are men, and live up to their obligations. So I ask, who could fail with men of this type behind him?

Brother Elder, our business representative, made a trip to Washington, visited our International President, reported a pleasant trip, mostly business.

Brother John Childress is moving to his farm in the suburbs. I think he is starting a cattle ranch. Somebody said he already had a start.

Several Brothers from the out of town camps, trouble stations and substations, have attended meetings lately. We're always glad to see these boys, for they don't get a chance to be with us often.

It was 350 instead of 50 pounds of barbecue pig served at the Georgia State convention. In my last letter I spoke of our big feast and am sure some of the readers wondered how all the delegates feasted on 50 pounds. I promised to write more of the convention, but as time is short, I will leave it off.

Yes, one other thing. Brothers, read your WORKER, and stay prepared to vote. Any of our out of town members reading this, send to me the name of any Brother who don't get the WORKER, and I will make a request of our worthy Editor for their copy, and am sure they will get the next issue. Understand, I am not expecting to write anything specially interesting to any one, but my request to read your WORKER is because there are other writers, who send in good letters every month.

W. L. MARRUT.

L. U. NO. 98, PHILADELPHIA, PA.

Editor:

Page the "bird" who said Local 98 was slow!

Art things and conditions in Local No. 98 improving? Just bear with the writer for a few moments the vindication of our local deservings where progress is at stake.

Not more than a few months have passed since we have had one of the most successful and delightful smokers that was ever held in our hall. Singing—dancing?—comedy—eats—drinks—smokes (union label, too)—everybody was delighted and happy; a dollar's worth of value for every dollar spent, not including the gratis assistance required for all the work entailed—even now we hear whispering of "Oh Boy, wasn't that some smoker?" So much for fun.

Local No. 98 has brought into existence a cable school for wiremen wishing to learn the art of cable splicing. This school is held in our hall basement—well lighted and equipped for handling about 12 men to a class. There are at present about three

classes held per week; it is really a pleasure to see with what enthusiasm this learning is undertaken.

By now, I suppose you have all heard of the apprenticeship classes which we hold twice a week in our hall. This branch of education is progressing very nicely and bids fair to become infectious to other trades nearby.

In the past six months the trustees of our local have been exceptionally active (sun-spots or what not, I don't know), any way the whole building of The Electrical Mechanical Hall has been renovated and put in shipshape.

In fact, our building now is in such fine condition and appearance that the local is collecting additional revenue by renting out small meeting rooms to students of nearby medical colleges from time to time, including the rental of the school room on evenings when it is not occupied by our boys. The building is also maintained in shipshape by the new janitor who was hired for this purpose. Probably it hasn't been mentioned before about our having installed in our hall an oil-burner and hot water heating system which cost plenty.

It wasn't very long after we were well under way with all this improvement and expense when our safe was robbed of nearly \$2,500—some luck, what?

The general business conditions of Local No. 98 have been improving wonderfully since the installation of our business representative, Brother L. Fowler. He is a wonder and a worker, in fact the new administration has done marvelous work, though its most difficult trouble is only half solved, namely, the unemployment situation, although much relieved. Not all yet!

Last week the local went on record for the acceptance of a five-day week with a 44-hour pay for 40 hours work—boys are well awake? ?

There is great agitation at the present time to put up a big sign in front of our building costing in the proximity of \$700; a flashing electric sign to tell the world where and who we are.

The best is yet to come. I have heard it whispered lately that measurements have been taken in our hall with the purpose in view of installing a moving picture booth.

What will it mean to us when we shall be able to have labor pictures on a screen in our hall?

Also, we may rent out these facilities to the nearby student bodies, as we do with our hall and rooms.

Where—Oh Where—I say! Where is that bird that said we were slow?

He has gone, as all things must, sooner or later.

Well, boys, I could ramble on and on, but space is limited, and I shall be with you soon again, so bye-bye boys and good luck from Local No. 98 in Philadelphia.

WILLIAM JOHNSON,
EMIL SCHMID,
HENRY A. GAILING,
Entertainment Committee.

L. U. NO. 103, BOSTON, MASS.

Editor:

The license law that has been in operation in this state for the past dozen years has at last become effective. By that I mean the provisions in the law are now being enforced by the state examiner of electricians, Mr. A. L. Edson. Under the new policy being carried out by that department, a holder of a license and a law-abiding citizen, the license is now of some value to them. During the past two months about 15 persons have been convicted in the state courts for violating the law and about 20 license holders have had

their licenses revoked for doing defective work. The field agent of the department is a Brother, E. L. Dennis, who is all over the state looking into complaints and prosecuting violators of the law; he receives excellent co-operation from various business agents throughout the state. At one time Mr. Dennis was a business agent of Local No. 103, and has been a member for about 25 years.

The annual election of this union will be held Wednesday, June 27. The polls are to be open from 12 noon to 10 p. m. An assessment of one cent per vote is levied on all members who fail to do their annual duty on this matter. For the first time the members will vote by using the voting machines as many large locals are doing throughout the country.

The following officers and committee men are some of those seeking reelection: President, Frank L. Kelley; vice president, Stephen J. Murphy; recording secretary, Frank R. Sheehan; financial secretary, John J. Regan; treasurer, Theo. Gould; trustee, James T. Kilroe; foreman, John V. Flanagan; inspector, Hugh H. Doherty, and Wm. Ralph; business agents, Major George E. Capelle, and John J. Smith; executive board members, E. C. Carroll, H. H. Wilcke, R. N. Marginot, Wm. F. Sheehan, J. T. Kilroe and M. T. Joyce.

There will, of course, be many more candidates after the nomination but each of the above men have stated to me, they will seek reelection.

GOODY.

L. U. NO. 124, KANSAS CITY, MO.

Editor:

The principle of this writing is to advise the membership and all interested in the educational movement of the constructive methods of the present educational board of this local. The present members are Brothers Freeman, Hilligoss, Murphy, Watson and Wise and the following is the report of their last meeting:

"The next regular meeting of the apprentices' club will be held at the labor temple on Thursday, June 7, 1928, at 8 p. m. The educational board has selected a very interesting subject for this meeting. We look forward to the usual 100 per cent attendance of apprentices."

"The educational board recently met with the faculty of the Lathrop Trade School and plans for the coming term were discussed. The members of the educational board are co-operating with the Kansas City school board and arranging for a very interesting and practical course of study."

"Brothers E. W. Finger, Walter Langley and John Murphy were selected to lecture on parliamentary law at regular local meetings. International Representative Brother O'Neil met with the board and, as usual, offered some very constructive ideas in regard to the education of our future journeymen. The educational board wishes to express its appreciation of the hearty co-operation of the executive board and the examining board in all matters pertaining to the education of our members."

"Meeting adjourned at 10:15 p. m."

"F. B. Hilligoss, Secretary."

The selected committee as suggested in the above report, realizing that order must precede law, has been the cause of the rearrangement of the seating with the idea that all side-wall and corner conversations during meetings will be ended, with the result that concise attention will be focused upon all speakers and business at hand, thereby gaining not only an early ending of the meeting

but the first principles of parliamentary rules.

The work of the educational board is large inasmuch as the the changing conditions of the trade world must be continually brought before the membership and besides that of the union world where we are ruled by injunctions and seemingly unfair distributions, with the day of strikes possibly a thing of the past, means that every local should obtain an educational board consisting of men that are optimistic in their sense of view, and union economists. Education should be their point not only in that of trade learning but also in that of unionism, parliamentary law and union civics.

The following question was put to your press secretary at one of the away-from-the-hall meetings that are customary and out of place:

"Why do not any of our International Representatives ever write an article in the JOURNAL?"

EMIL FINGER.

L. U. NO. 139, ELMIRA, N. Y.

Editor:

The boys in our local have been spoiled on something. Just because I was easy enough to write you a few short lines, they want me to do it again. So if this gets by the proof and type gang—all right.

I don't hear much local news, because the boys don't come out to a meeting to tell it. As a whole I think our local has been going backward. We can't even get them out once a month, they would rather pay a good fine.

"Blondie" Jensen, our star secretary, pleaded, begged, cussed, etc., his bowling team to nearly top place in the Industrial League of Bowlers. Had their picture in the paper, too.

For a town of 50,000 we are closed up pretty tight. Outside contractors who come in here get wise pretty quick. I'd like to know how they work in other cities. They come in here and want to do anything they can get away with. The great story they tell is "Why, I've been all over and I've never heard of such and such."

Just for an illustration: Last week an ammonia man came in town from Rochester, N. Y. One of our electricians wouldn't work with him till he got a card or permit. I guess he was red headed by the time it was fixed up. He had to hire a union steam-fitter to do his work. What good did that do? It gave a couple of days work to a union man.

Let me tell you, if any of you Brothers in other cities haven't got a good building trades council, that works, get one that will. It will repay you three times what it costs. The carpenters have their own B. A. now so it will be twice as hard for the men on the outside.

If this meets the eyes of Brothers Evans of No. 106, Elliot of No. 3, or P. Holloran of God knows where, how are you? Drop us a line some time.

JAMES E. PRICE.

L. U. NO. 151, SAN FRANCISCO, CALIF.

Editor:

Nothing exciting in this part of the country to write about. Work up to date has been very quiet, but hope it will get better soon as after three or four attempts San Francisco finally passed a \$41,000,000 bond issue to buy out the privately owned water company here, but as the public usually do, waited until they had to pay the peak price with about 50 per cent of valuable land held out by the company that

BROTHER MCGLOGAN RE-ELECTED

No electrical worker in politics has had a more respected record than Brother Cornelius J. McGlogan, St. Paul. He has been a city commissioner for four years, and in the recent election succeeded himself with a handsome majority. His new term does not expire until 1930. The politics of St. Paul are often spoken of as complex. Labor polls a large vote, but seldom has the punch to elect a mayor. It is a tribute to Brother McGlogan's influence with the voters that he is repeatedly returned to office.

could have been bought in 1915 for \$37,000,000 with all of the water company's holdings. The land and property held back at the present price would more than pay for what we got. Also \$24,000,000 bond issue to complete the Hetch Hetchy project we hope will start work up.

Old Mother Bell has not got her increase in rates here as yet and do not believe she will, as it has been dragging along now for about a year and at the last hearing it was put over until some time in August when I understand some of the big guns of the Western Electric and American Telephone and Telegraph will try to help their poor starving child of low wages on the Pacific Coast out.

Enclosed you will find post card of a call for one of their Association meetings which accidentally came into my hands:

"The next meeting of the Line and Station Repairmen will be held on Monday evening, April 9, 1928, 8.15 p. m. Mr. H. McBirney and Mr. E. E. Perkins will talk on our working practices.

"Refreshments "W. J. Harlow, Secty. and Treas."

The meeting to be addressed by division superintendent of plant and district superintendent of plant to tell them how good they are being treated and what wonderful wages and working conditions they are enjoying under the present plan, but when you talk to the men at a time they think it will not get back to the company you get a different story.

C. D. MULL,
B. A.

L. U. NO. 163, WILKES-BARRE, PA.

Editor:

Having attended a grievance committee on the 24th, will say it was lovely. Everything turned out to our satisfaction and the big contractors were there including my boss, who was very favorable to us and still only in a business way and after this meeting I believe it will increase our membership if they only go along with us, as they were more anxious than we on some questions where in the past we were the anxious parties. Now fellows of all locals, please try to discourage the use of helpers as much as possible as it only floods our trade with the class known as non-union and scab electricians. For instance, they get in our shop, serve a year and then go out and work for any firm or person for any wage, cutting our necks and pay envelopes. You know it as well as I but do not give it a single thought. Keep apprentices out at least four years as

I consider this as good as one generation. Our shop does not employ even one helper as we are giving our helpers to those firms who squeal for them. When they pass through I think helpers here will be about one to each 10 journeymen.

Another thing I would like to mention is that any one who signs a petition for a man to take the city examination as journeyman or master, kindly do this only when you are positive he has spent his four years at the trade. So many pass the examination as journeymen, it really ruins the trade for contractors and union men. Please keep this in mind. We with the city license should protect this trade from the riffraff as this is a good weapon where the unlicensed cities have none.

Now for business: Roth shop doing a big start and going fine. Smidt shop reports slack but will soon start. Goptly going along fair. Koval fair. Piet Electric good. Sell's shop fair. Taylor shop fair but don't forget that the Davis shop in the past two months has done wonderful. Boom shop also. Well, these are the only shops I have investigated personally and can report.

Now this being the last sheet of paper, I will pull the switch for June, hoping all a quiet and enjoyable vacation for the summer.

PARKS.

L. U. NO. 211, ATLANTIC CITY, N. J.

Editor:

"Everything's in the clear!" Local No. 211 renewed their old working agreement with the contractors via the painless method and without any blood shed, though at times it seemed doubtful that peace would prevail, as for instance when one of the committee informed Brother Cameron that he was getting "big hearted" which by the way has hooks in it when you consider that Cameron's forefathers were not Polish.

Brothers Armbruster, Harvey, "Bachie" and Forbes are doing their stuff getting the Million Dollar Pier in shape for the coming season. If any of the Brothers come down this way on their vacations be sure to drop in and look the boys over and if you feel like doing a little "hoofing" give the ball room the once over—two orchestras working in relays, The Detroiters and Katz's Kittens. Seven thousand colored incandescent lamps stud the ceiling, with banks of floor lights and "spots" stationed on the balcony, all controlled by a "dead front" switchboard. The aquariums are interesting to see, containing some queer looking critters and are kept up to date by specimens caught in the net haul out on the end of the pier. The pocket of the net by the way is illuminated at night by two 1,000 watt submarine lamps. April 6, the first weak fish (a warm water fish) was dumped into the sorting trough along with Tom cods and flounders which every fisherman will agree are considered cold water fish.

Visited Captain Young's cottage, No. 1 Atlantic Ocean, built of concrete on the pier over the ocean, with lawn and hot houses for flowers. The local wise-crackers say he has a damp cellar as there is 35 feet of water under it at high tide. The house is illuminated at night by a flood lighting system using three colors connected to a flasher, which blends in the different colors giving a beautiful effect from the boardwalk. Then to the Hippodrome, Marine Hall where the conventions are held, sometimes using 30 electricians with "much" overtime. There is a total of 42,000 lamps installed, three transformer vaults, two M. G. sets, one 2,300 V to 220 D. C. and one three phase to 110 D. C., also five moving picture machines which ought to keep the dear Brothers busy for a

while—here's hoping they start hollering for help as we have some hanging around the day room.

S. O. S.—The following is a list of members of the Old Timers Club, who have not reported for some time:

Brother Bill Hagarty, Local Union No. 26; Brother James Boyne, Brother W. B. Bradley, Brother James Ward, Brother George Fluebocker, Brother George Coleman, Local Union No. 3; "The Marchianas" Lou and Chris, Local Union No. 269; Brother Pete Riley, Brother Chas. Holm, Brother Gus Drumm, Brother John Geiss, Brother "Skinny" Coleman, Brother Hank Rawlings, Local Union No. 98; Brother H. S. Tweedie, Local Union No. 314.

Wayne Cline wishes to be remembered to the "Old Timers" of Local No. 21.

Called Wayne up the other evening at his playground and recreation center, to inquire how the Maurice River coves were running and the reply came back—"Boy! I got 'em, an' they're fat as a piece of pork." Salt oysters with Wayne's brand of hospitality, that's my idea of feasting.

We notice that some of the locals have trouble getting the membership to attend meetings—radio bugs take note!

A bolt of lightning during a brief storm over McKee City, a suburban town on the mainland better known as the "sticks" struck the home of Mr. and Mrs. Charles Howe, bringing death to one of three sons and injuring two others. The three boys, Charles, ten, Dennis, eleven and William, twelve, were sitting on the floor of the living room in front of a radio set. The lightning apparently struck the chimney and followed down the radio lead-in wire to the living room. There was a burst of flame in the living room and adjoining kitchen where Mrs. Howe was at work. Dennis, who was nearest the radio set was killed. An elder brother seized Charles and William whose clothing had been set on fire and rushed them to the front lawn, where he beat out the flames. Both boys were severely burned, Mrs. Howe was temporarily paralyzed in one arm by the lightning.

The Easter Sunday parade clicked off in fine shape—old Sol doing his stuff and sending down the visitors until they packed the old boardwalk to the rails. We're here to admit that the chicks with their snake skin shoes are not hard on the eyes "atall," but we're willing to second the motion on two improvements—first, those old buzzards who insist on dolling up like flappers and doing their stuff, just spoil the scenery so we'd advocate an open season for them and the "boys?" who wear the strawberry soda colored hats. We gave them a little close attention and you may be surprised to know that some of them have bass voices. The Polar Bear Swimmers were also on the beach, but as far as we're concerned they're "all wet." With apologies to Brother Heppard.

There is a rumor abroad that the Gruen Electric Company, a local firm, has been awarded the \$35,000 contract for the installation of the Public Address System on the new convention hall—"hope it's true."

Just a few more days and Decoration Day will be with us, which means, at the Playgrounds of the World, the opening of the summer season.

The life-guards have been appointed and placed, so that makes the beach safe for those that go in for that sort of thing so early in the season, but for mine I'll wait until "old Sol" gets the aqua warmed up a bit.

Brother "Dutch" Kirsch, is about due to put his tool kit away in camphor for the

summer and take up his duties at the Bath House. This is a tip for some of the Brothers if work continues as slow as it has been, for it must be a paying proposition when Brother Kirsch repeats every season. Everything must be in the clear as Brother Jas. Brannigan informs me that "Dutch" is so honest he wouldn't even take a bath.

The Steel Pier came through with a rush to get things in shape for the season, Brother Duffy calling on Brother Cameron for 20 men, all of which helped to put a dent in the recreation room crowd. The depression is felt all round, but at that the "electrickitsee" fared better than the rest of the building trades. The merchants here in town have been running "Dollar Days" and between the bargains and the "numbers" the dear girls are going around in circles.

The marble championship contest is to be held on the beach in June, so to make sure that the cup would stay here the executive board of Local No. 211 after quite a lot of hot debating for the various favorites decided on Brothers "Pop" Martin, "Buck" Taylor, "Myque" Givvin as the three young fellows best qualified to represent us.

Eternal vigilance is the price, etc. Brother Cameron, our business representative, in checking up on the jobs around town, found some "scissor-bills" from out of town installing the fixtures on a large apartment house. When asked who had the license to do the work, as per our local ordinance, the "foreman?" got insulted and talked real peeved, but finally decided to call it off—at least that was his story.

That evening on a hunch, Brother Cameron decided to look the building over and found the "hombre" and his crew sticking 'em up by candle light so his next interview was with a "John Law" who wanted to see his permit from the electrical bureau. The work is now being done by a local contractor with members of Local No. 211. Take note Brother W. F. Barber, secretary-treasurer of the Pennsylvania State Electrical Workers' Association. Make your new license law for master contracting electricians only.

We're living in hopes that June, 1928, comes up to its standard of past years and that the conventions of the National Electric Light Association and the Car Builders Association will have exhibits bigger and better than ever. Maybe we can move some more of the boys out of the recreation room and cut down the size of that stack of tool boxes.

G. M. S.

L. U. 245, TOLEDO, OHIO

Editor:

Why is it that so many of the members here and no doubt all other places simply will not come to meeting? We have good attendance but the annual roll call when checked contains the same bunch of names. One bunch of men are active enough to keep the pot boiling so that the other bunch can taste the soup. It is always the same ones who on the morning after a meeting will ask you what was done and what was talked about, which shows that they are interested in the doings of the local's affairs. They know that the things that go on there are just what they pay their dues for and that their voice has the same weight there as any that may say or do things at any of our meetings. They also know that the man who is there is carrying his burden, yet they remain inactive, they stay away from the meeting where every man who belongs should be on meeting night. And some of the excuses are laughable. Some say that they forgot that it was meeting night and then the first thing

they do in the morning is to ask you what went on. The most famous excuse here is that old excuse "I had to go away." "It is simply impossible to attend meeting on Tuesday night because there's a serial at the neighborhood movie that I am following." There should be a law against showing serials on the first and third Tuesday night of every month. Myself, I am glad of the opportunity of getting away from home every other week for a few hours. There would be a lot of names signed to that last line if the truth were told.

But to get serious again, boys, let's attend meetings regularly. The success of this or any other local or organization depends upon the attendance of its members and upon the activity of those members. If it were not for activity there wouldn't have been any Boston tea party and we here in great America would still be taking dictations from a crowned individual. But that was a case of stepping upon our toes and the American spirit would not permit that even on our jobs. In that case the attendance would be 100 per cent and a resulting uproar that would echo through the jurisdiction like a rebellion of the hungry lions. But there is no noticeable attempt of the bosses here to try to step on our toes. We are enjoying good conditions. There is harmony among the men and their superiors, satisfaction prevails and practically every one is working, so there is no need of any reacting of a Boston tea party. But, nevertheless, come up to the meetings if for no other reason than to be introduced to the local. If it weren't for stock campaigns here every six months and the gathering necessary to put them over in grand style, we wouldn't see half of the members for years. But thanks to the 40 per cent that are really active in L. U. No. 245, we are still with you and are here to stay (I hope).

Only one name appears upon our sick list and that is our unfortunate Brother Harry Hunt, who has been laid up for a year with a broken leg. But it won't be long now until he will be one of the boys again. And I hereby hope for a very speedy recovery.

Brother Neal Turner, who accompanied us to Fremont last April, returned home to spend a quiet evening at home, but he was back in Fremont two hours later, and I have just found out why he returned instead of remaining with the family. You see Neal lives out quite a ways from the car line and in a very dark district. This night was unusually dark and he got to the last street light and saw no light in his home at that late hour. He called several times but as he was several hundred feet from the house no one heard him so he returned to the gang at Fremont.

Slim Oberdorf, who lives in Bowling Green, Ohio, has discarded his Essex closed car for a much used Excelsior motorcycle. It's a 24-mile drive each morning and as the days get warmer he starts to peel, and has removed as high as five shirts and two sheep lined vests before noon.

Floyd Steakley is wearing a big smile these days. He says it's only five more months until hunting season opens. No rabbit is safe while Floyd hunts unless it stays within gunshot of him.

Brother Red Maibeger is anxious to start his seasonal fishing trip into the wilds of Canada. He admits, however, that fishing is no better up there than it is right here but a man can take along a bottle of bait without breaking the law. Brother W. G. Sweet, alias "Tex," alias "Pa," is making his final arrangements for his trip to his old stamping ground (Texas). This was first talked of seven years ago. He has purchased another body for his Dodge chassis, for the trip. Good luck on the trip, "Tex."

P. H. Buttermore has been teamed up with

George Henning, who, by the way, came to us a while back with a lot of knowledge of telephone work, but is fast becoming accustomed to our way of construction and is what I would call a comer, and his free taxi service is a big boon to him.

Brother Mather, a new addition to the city's cable splicing force, came to bid the time of day to the boys the other night. Those city boys all try to get to a meeting once a month at least. But then, in doing this, they are merely doing what is expected of them. The meeting hall is nothing more than a place of assembly for the purpose of bringing about an agreement satisfactory both to the employer and employee. That is the place where any worker can, if he so desires, voice his opinions on the working conditions, pro and con. The conditions that the average workers that are organized, here and abroad, have is sufficient proof that collective bargaining is of greater value to the worker than individual bargaining. Any action taken by a well organized body is the voice of all instead of one voice. But be sure that your organization is genuine. Be skeptical of these so-called company unions, where the company forms a union and pays your dues and then forces you to belong and sees that you attend the meetings regularly, and for officers places such men as general managers and chief operators. The only result of those kinds of unions is drawing good interest in the company bank where you should be receiving the difference in your weekly wage. But with that system in vogue one must be satisfied for you are told that you are one of the firm and carry a card in the company's union. Look at Mother Bell's men and women today. The difference between the international union that they once belonged to and the company union that they belong to today is the difference between 60 and 90 cents per hour. Figure that out and stay where you are well off. Through the so-called company union they have been so successful in putting over the fear of losing their jobs if they should ever desert them for a regular workers' union that really stands for the workers' cause, that they are even afraid to talk to a union linemen within five miles of a telephone office. But why worry about the welfare of the weak? What we want to do is to attend our own meeting and protect our own interests.

With this, I aim to close, hoping I have succeeded in leaving with you boys the real reason for attending your regular meeting, and hope to see you all at the hall where we can talk it over. Let's have a rally of our own.

EDWARD E. DUKESHIRE.

L. U. NO. 259, SALEM, MASS.

Editor:

By the time the dear Brothers read this the several church organs scattered throughout this fair country will be grinding out wedding marches for the dear little boys and girls that feel the urge and want to double up for life. Two of the members of L. U. No. 259 will be doing their stuff during this merry month of June. We wish them good luck, Mr. Editor, and we know that the boys of L. U. No. 259 want to congratulate them and wish them good luck and God speed. For that matter, so do we! "Good luck, Ernie; Good luck, Joe—may you and yours always have the best!"

It may not be amiss, Mr. Editor, to point out a little moral or preach a little sermon while we are about it. Before every marriage nearly every father and every mother take their sons and daughters to one side and tell them what's what and how and why. And why not? They whisper dear things to

On every job—

There's a laugh or two!

Business is picking up! Some of the old customers are back and the girls are busy hunting through the mail to see if there aren't a few more. We'll open with this gem from Duke—maybe, as he says, it won't appeal to the average electrical worker, but Doris, our well-known copy reader, extends a hearty mitt:

The Duties of a Secretary

The job of recording secretary for one man is enough;

Yet they expect of me this correspondence stuff!

I never was much for reading, and a poorer hand to write,

And to expect these things of me, don't really seem just right.

The boys just think that you're a wow, if their names appear in print,

But if you should through error slight them, they don't give you a squint.

There's Tom and Dick and Harry, that your job it is to please—

That's your job, you know, not theirs, and it should be done with ease.

I should know just what happens, each event of the day;

Keep a record of the cute things that their babies may say;

Know all of the wise cracks, and meaning of each;

And an album of each one should be within my reach.

I'm an information bureau, must be posted on the dope;

At times one must pop off like a human calliope.

Ofttimes things are ask of you that you don't know the how,

And there's never any time to spare—simply do it now.

If it happens on the line, at home, or in the hall,

I'm supposed to know the time and place, and tell it all.

But there's one thing never asked me, no, I've never heard it spoke—

That's, how's your supply of cigarettes? and what cigars do you smoke?

I never hear the boys complain when the rain is falling fast,

Or when it's my turn to catch a corner, and they walk right on past;

I never hear their compliments, when a hard job I do aloft;

Instead, when I come down all wet with sweat, it's "Hey, Duke, pretty soft!"

When their eight hours is done, they quit and they're on their way.

I must write my correspondence, and keep the minutes of the day.

To them a business meeting means argue, adjourn and run—

While the recording secretary stays. He's having all the fun.

But someone's got to be the goat, and it might as well be me;

Someone's got to have the grief, and they have my sympathy—

When I think of the copyreader, then I wouldn't trade my place.

When I compare that job to secretary—Ah! There's a smile upon my face!

EDW. DUKESHIRE,
L. U. No. 245, Toledo.

Oggie, of Oil City, sends in this one that he says was pulled on him recently:

"I was hanging a sign the other day and after it was up I had my ladder leaning against one of the guy wires putting in the lamps.

"The juice was on and naturally each one lit up as I screwed the bulb in. A man who was watching me said, 'I'll bet the strain on that guy is getting less.' I didn't just get his drift and asked him, 'Why?' He laughed and replied, 'Why, the sign is getting lighter all the time.' I dropped the bulb on the sidewalk near his feet and then he went away, quite rapidly. I should have hit him."

Whenever we run out of linemen and Scotchmen, we can fall back on the unfortunate waiter:

His Retort.

"Do you believe that history repeats itself?" asked the waiter in a Biddeford restaurant who was serving a prosperous looking customer.

"Yes, I do," replied the customer, as he arose to leave.

"Well," said the waiter, "a gentleman who ate here yesterday gave me a half dollar for a tip."

"Let's hope he'll be in again today," replied the other.

W. L. Marbut, of L. U. No. 84, Atlanta, Ga., thinks this poem is worth passing on:

LOVE HIM NOW

By James Hickman

If with pleasure you are viewing
Any work a man is doing
If you like him or you love him, tell him now.

Don't withhold your approbation,
Till the Rector makes ovation
And he lies with snowy lillies o'er his brow,
For no matter how you shout it
He won't really care about it
He won't know how many tear drops you have shed.

If you think some praise is due him
Now's the time to slip it to him,
For he cannot read his tombstone when he's dead.

More than fame and more than money
Is the comment kind and sunny
And the hearty warm approval of a friend,
For it gives to life a favor
And it makes you stronger, braver,
And it gives you heart and spirit to the end.
If he earns your praise, bestow it.
If you like him, let him know it.
Let the words of true encouragement be said.

Do not wait till life is over
And he's underneath the clover,
For he cannot read his tombstone when he's dead.

Barber: "Your head should be shampooed, sir."

Hardware Dealer: "Yes, and your house needs a coat of paint, but I don't nag you about it."

A girl who is angling for a husband wants to pay strict attention to her lines.

them. Tell them to take things easy and to remember their onions or words to that effect.

So in this case Father Union wants to take his children to one side and whisper more than sweet nothings to them. Father Union hopes that all his children will listen while he is talking and he further hopes that his children's children will also listen.

Father would say something like this: "Dear children, you are about to embark on one of life's most serious and pleasant and difficult courses. Marriage means the fulfillment of life. It means home, happiness and love. It means children and all that children mean. It means everything that life holds dear * * *

"Now, my children, for you who depend upon the electrical industry for your means of living it might be well for you to understand that the best way—the only way—that you can get what rightly belongs to you is through your union. Whatever you get today you get because other children just like you fought and paid the price for it. In order for you to be entitled to it, in order for you to hold it, in order for you to march forward and make better gains, you must keep your union. You must help your union. You must make your union the best union in the world.

"You can do this, my children, by attending the meetings, all of the meetings, and by participating in all the discussion and business of the union. By being loyal to your union. By always defending your union. By supporting your fellow unionist who is in distress. By spending your union earned money for goods and services made by other union men. By being 100 per cent union man all the time. And by being sure that your wife understands what the union means.

"Finally, my children, you can help other children just like you who want to get married and who do not belong to a union by pointing out to them the benefits of unionism. By telling them that any worker who does not belong to the union is a lost worker. That a worker who does not belong to a union does not know how to take care of himself and a worker who does not know how to take care of himself will not take care of a wife or a family. That, my dear children, is my final word to you just before you get hitched."

Having the above off the chest, Mr. Editor, we might add that things with L. U. No. 259 are fairly good, business has picked up and most of the boys are working which, of course, is the way it should be at this time of the year.

We don't like to pass out too many bouquets, Mr. Editor, but nevertheless we are convinced that our JOURNAL is the best put out by any labor organization and certainly we want to offer our congratulations and say that all of the boys comment on it and we want you to know it.

Yours till graduation,

EDDIE DEVERAUX.

L. U. NO. 278, CORPUS CHRISTI, TEX.

Editor:

Work in and around Corpus has improved with all our old members working. We have a few traveling Brothers with us whom we are trying to place. Things look good for the summer months here. There are several large contracts let and several under consideration. If they all go through we will not have much time for fishing. Which is as good here as any place in the country. In our new turning basin which is located in the heart of the city you can catch a mess of trout or red fish most any time with a flounder or two thrown in for good

measure. With the water warming up tarpon will be jumping at our back door. Any Brother enjoying this kind of sport can hardly find a better place to spend his vacation, either in summer or winter as fishing is good here 365 days a year. With the jetties surrounding the city, it makes boating and bathing a real pleasure. With our new agreement signed by all contractors this city is now 100 per cent union. Not one electric open shop contractor in Corpus.

HARRY H. HENSEL.

L. U. NO. 284, PITTSFIELD, MASS.

Editor:

Just a breeze from the Berkshire Hills. We are now installed in our new quarters, Hull-Morton Building, 183 North St., Third floor.

Work is fair now. Most of the Brothers are keeping their tools from rusting. Not much new building as yet. We are getting our quota of rain and cool weather here. Brother John D. Nelson is back with us again after working in Fall River part of the winter.

CLEMENT H. MENARD.

L. U. NO. 308, ST. PETERSBURG, FLA.

Editor:

If compliments mean anything, then I was well paid for my first article in last month's JOURNAL, but you all should be down here and listen to the various compliments the different candidates are handing each other. It is just like this, viewing it from the green benches, that now the tourists have gone the home folks start to scrapping over the spoils. Everybody wants to be city commissioner. I don't know exactly how many are in the field, but everything from a coal miner to a banker is running for office. What they say about each other and where they get the mud to sling (for everything is sand here), puzzles the writer, for the job only pays \$1,200 a year. Even the women are going after the job, putting in their claim that if the city hall is dirty it is a woman's job at house cleaning. Nevertheless, organized labor here is not asleep; we take no promises any more, one member from each craft formed a committee and put out a questionnaire as to where the candidates stood on the labor question, and then use a process of elimination. I believe we are going somewhere this time. There was a big surprise at last Monday night's meeting. A box of cigars was handed around and everybody asked, who is the candidate?

It happened to be Brother Lull who got tired of being a benedict and got himself hooked up for life.

The Brothers all wish him luck and God speed on this new venture of his.

Well, it looks like the Dr. Simmonds Bridge across Tampa Bay from Pinellas to Piney Point is going to be a fact. They are waiting now for a permit from the war department which is the last step, everything else has passed. It will be the highest bridge of its kind in the world and about six miles long, costing about \$6,000,000. This bridge will link St. Pete with the "Last Frontier" the Tamiami Trail which has just been opened this week. We are getting there by degrees.

Now that the summer time is approaching and you see circus posters sticking on the bill boards I want you all to bear in mind that the John Ringling Circus is unfair to organized labor. He has his winter quarters at Sarasota and has done quite a bit of building, but would not recognize union labor. So you can just help the Brothers

down there by giving Ringling the go-by as he is unfair.

If any Brother is coming this way by air route, he will be guided by an 8,000,000 candle power searchlight just placed on the Central National Bank Building. It revolves twice a minute and can be seen about 80 miles.

THE WOODCHOPPER.

L. U. 353, TORONTO, CAN.

Editor:

Work in Toronto does not seem so plentiful this year; there are still some 30 men on the unemployed list, and some of these have been out for quite a while.

A number of the big jobs mentioned in the newspapers have failed to materialize.

The Toronto Towers, which was to have been 30 stories, and to extend from King Street, through to Adelaide, on the site of the old Grand Opera House and the Arcade, has been indefinitely postponed. The reason being that there were too many vacant offices in Toronto now.

The steel workers are on strike for an agreement, and work on the big jobs, the York Hotel, Worthway Building and the Star Building, has been slowed down. It looks like some of our men will be out of a job if it is not settled soon. They have not as yet tried to work any non-union iron-workers. That would mean a general walk out of all trades on the job, except the carpenters who belong to the dual organization, the Amalgamated Carpenters.

The new hydro substation at Leaside, was reported at several meetings ago to be a 100 per cent Canadian Electrical Trades Union job.

I understand from our delegates, from the last convention that our resolution to "Organize the Ontario Hydro System" was passed. The organizing was to start in January, it is now June and it is conspicuous by its absence.

This hydro station which we wanted organized by the I. B. E. W. and not the dual organization, the Canadian Electrical Trades Union, is at Leaside. It is to receive power of 220,000 volts from Gatineau Power Company near Ottawa. The power line is about completed. Tenders were called some time ago, but the Hydro Commission decided to award the contract for the line to their own construction department, and we have yet to hear if there were any union men on the job.

I was glad to hear that Brother Ingles has started to organize his home town, London, Ont. Let us hope he will look up the hydro situation.

The Canadian Electrical Trades Union is not so strong on the hydro system I am told. There is no reason why we should not organize and combine this dual organization with the I. B. E. W.

The license for journeymen electricians has gone into effect for 1928, it is the same as we had in 1926. None of the many changes we have desired have been made effective, someone seems to have fallen down on the job. The old cry was, let us have the license and we can make changes in the by-laws afterwards, but try and do it. The changes should be made before the law is made effective.

I haven't written to our JOURNAL for several months. I have been waiting for someone to say something at our meetings, so I could switch the job to them. But as no one seems to be interested I just had to write again.

Our local has two soft ball teams, and members interested in this sport are to give their names to the secretary. One of the

teams played a game with the plumbers, but no one would tell me the score. It must have been a wonderful exhibition, as our worthy president was the umpire.

I see Brother Irvine of 1037 still keeps the cold weather up his way.

I would have liked to have heard Brother Evans outline the Chicago apprentice system.

We missed your letter from 586, Brother Love.

Members of our local wish to extend their sympathy to Brother Pat Campbell who has recently lost his mother.

P. ELSWORTH.

L. U. NO. 358, PERTH AMBOY, N. J.
Editor:

I have been asked by some of the members of Local No. 358, who is press secretary now, and why do we not have a letter in the official JOURNAL? I am the press secretary. The reason why I did not write and get a few lines in the last few months was, I did not know what to write about and waited until the end of the month to try to get some news to write about. Some said, get a letter in or you may lose the job, after the 1st of July. I hate to write about hard times. No work. It is not the same as the soap advertisement I have seen and is used by the Mrs. on wash days—"No work, no worry." Brothers, when there is no work there is quite a lot to worry about. But things may change a little around these parts for the better before the good old summer time is gone. Prospects look a little brighter for the future.

One job is progressing, the bridge operation going on between Perth Amboy and Staten Island has seven or eight of our boys on, doubled up with members of No. 3, New York.

This job may last until August, although there is talk of opening up or having some kind of a celebration on June 20, on account of being opened for traffic, but this may be postponed as I believe it will not be ready by that time. When this grand celebration will be held I would like to be there to see the mayor of the largest city (New York) and the mayor of our small city (Perth Amboy) meet. I believe that our mayor is a bigger man than the Hon. Jimmy Walker. Both are good fellows. In regard to work around here, I have inquired before I undertook to write in regard to conditions, work here is promising to be fair. The Public Service Production Co. are going to pull in their underground system for the business district on Smith and State Streets to do away with the overhead commercial lines, which will mean five or six of our men to go on. Some of the Brothers are working out in other districts at present. Some are holding out with the local contractors with what days they can get in in a week.

We are going to have nomination and election of officers this month of June and installation the first meeting of July. I believe we will have a good set of men to fill all the chairs as in the past. The attendance at our meetings is very good, the members seem to take an interest and are there at least one of the two meetings in the month.

The 25th Anniversary Jubilee Committee have postponed the celebration until some time this summer; on account of so many of the Brothers out of work and short of funds to doll up for an occasion like this, they thought it better to have an outing down at one of the shore resorts and make a day of it when we are a little more prosperous. The date will be announced later.

We wish to congratulate Elizabeth, N. J., Local 675, on the completion of their labor temple. I must get down and look it over. We wish you luck in this great undertaking, and hope you have no trouble in renting out all the space you have to rent out.

May 1st passed without any change in our working agreements. They remain the same for 1928-1929, as the past year. We are holding our working conditions and trade rules to the letter. The bridge job between Perth Amboy and Tottenville looked as though one of our visiting wire jerkers from the big city was going to try to install some new sections of his own in the agreements as to lockers, time to quit, where you should eat, and a few more things not suitable to him, but he found our print was not faded and he has to live up to the letter. This man holds the title of job superintendent or as you would take it, general foreman. We have a Local No. 358 man on as general foreman, and is a good man always.

WILLIAM H. McDONOUGH.

L. U. NO. 363, SPRING VALLEY, N. Y.

Editor:

Looks as though that letter shouting for men will be delayed for some time to come.

In our last letter we mentioned that contractors wanted to cut the wages and force their agreement on us.

On the 28th of April a letter was received by the local from the contractors notifying us that on and after May 7, 1928, the wages would be \$10 per day and we would have to sign their agreement.

In other words we would be locked out unless we accepted their terms. Needless to say we did not accept.

Our arbitration board and theirs met and the whole thing has simmered down to wages and their agreement.

They "compromised" and agreed to let the old scale stand as is, provided we sign their agreement, but they would not let the men return pending the decision of the board.

A few of the contractors have kicked over the traces and have asked that their men be allowed to return to work.

This is our first battle for anything up in this "neck o' the woods" and it sure is getting hot. We have been organized only a few years and if the white feather is shown now, all our hard work will have been in vain.

Just keep your eye on young 363, 'cause we sure must win. If we don't we will be licked for all time and that must not be.

Here's hoping that we'll be shouting the Battle Cry of Freedom next month.

YE SCRIBE.

L. U. NO. 369, LOUISVILLE, KY.

Editor:

We must warn traveling Brothers to stay away from this territory at the moment. The outlook here for work is very far from

promising. About 9 per cent of our own boys "on the bricks" (a pretty regular average lately).

Most people today live in a world of fear, a tremendous all-absorbing dread of something—and old man worry is running a close second. The right mental attitude functioning is all we need to remedy it. There is nothing less constructive, nothing more fatal to progress than nursing an armful of doubts, anxiety, discouragement, envy, prejudice, ill-will and selfishness. Too many locals today are trying to function exclusively on "front" alone by totally ignoring their own internal stresses and complaints of individual members. Through the year many "travelers" drop in on us and most of their stories are the same.

We all in this great organization are (supposed to be) united as one—not a chosen few, and the surplus as "watered stock." That I. B. E. W. card makes us kin to one another—it automatically places us in a bond of relationship to each other, which all too many members completely ignore. Loyalty to organization is not needed right now so much as greater loyalty among the membership toward each other. Whether that Brother be a new man or an old timer should not matter one iota. A dose of salts don't go with a full-dress suit. Ferret out all those little complaints (most of them are just some misunderstanding). We need more strength and greater unity for our membership individually to prosper. Hands or feet cannot do it, so much as that brain of yours. There only is the master of circumstances, that gives a fellow "that bull-dog grip."

Here is something good: Maintenance men are sent out of a local on a good, sure salary, and steady work but, instead of them being kept strictly in their own capacity as "maintenance" men they (lately) were allowed to reach over into the "construction" branch and put in new work, on a large scale. One such job would have kept three or four "construction" Brothers busy for nearly two months; another, a good week's work for two "construction" members. Right at a time when there were seven to 10 men loafing. Yet, our Brothers in "maintenance" (sure of their own bread and butter) reach over and take this new work away from their "construction" Brothers, some of whom were loafing three weeks. Some weeks back the boss of a theatre job suggested taking on three or four more men but our Brothers (then on this big job) told him not to, that they could swing it fine themselves—and six boys on the loafing list at that time). What does it look like to you? Are we to take these as samples of true, genuine union principles? Is it really worth while trying to build up something creditable and powerful, when a few are permitted to keep tearing down? It should be a penalty subject to a fine or suspension where any member turns the "cold shoulder" on a Brother up against it—and double this penalty when any member's support of his organization, and whole-hearted promotion of all his local stands for is abused, minimized, or slandered!

Brother Hood has the coming season all figured out for us, according to "Johnny" if we don't get 100 days work by Christmas there'll be a lot of us wearing Uncle Sam's clothes next winter. Brother Rehkopf "stepped-out" running a big job and, believe me, "Nick" is sure able to run any job "big;" we all were sorry to learn of him losing his wife recently, and so suddenly. "Shorty" King is a type of boy I would like you all to meet—a "square shooter" and extremely magnetic with the ladies (occasionally too much magnetism). Then, we have that model of exemplary conduct in

Put Wilkes-Barre on the map. It holds a Sesqui-Centennial Celebration July 2, 3, 4, which is attracting state-wide attention. This is a community affair, and all the extensive electrical work is "done union" by members of Local Union No. 163. Brother Jack Mosley is the business representative involved.

Brother Rueppel who, like all "big men," is possessed of very few words (but well chosen).

Brother Gaus has finally laid away his red flannels and is welcoming summer with more noise than ever, yet "Ottie" has a heart in him as big as a mountain and, always, a smile the size of an ocean. "Well, son"—we lost one of our expert wiremen. Brother Boes; yes, "the horses" got Carl (and he was such a nice boy). Brother Kallin, "Skip" Rhue, "Ike" Hudson and "Pee Wee" Kliederer had a very successful fishing jaunt up the Beechfork River. (We got to see the fish after their next trip.)

Our little blow-out May 26, was a wow. Of course, some really nice prizes were passed out (including a few surprises), but we all had plenty—(refreshments). Too bad we won't get our next festival for six months. Let's try to have a little shindig like that every month (it gets a fellow in the proper spirits).

Famous last words of great men—"Call me up sometime" by Brother Givens! (Give the boy credit, he sure had good taste.) Smile, "Shades"—How did the two-bit flashlight work out? (Give the kid another quarter for it.) Too much work claimed another martyr here in Brother Gordon. He was carrying too big a job with the Brown Hotel interests, and it just about made a physical wreck out of Bob; yet he got their big new roof-garden in on time; very ably assisted by "Hacksaw" Baxter.

Our old \$1.25 rate is advanced another 6½ cents this month. We are considerably overstocked with "permit" men and (unfortunately) they seemingly obtain permits here at much less expense than elsewhere. It also would be a great help all 'round to see all cards show the member's grade—stamped, "Helper," "2-year," "3-year," "Class B" and not all these lumped under any meaningless title of "Helper," because they are duly earned "promotions" necessary in our apprenticeship system.

M. J. ELLARD.

L. U. NO. 418, PASADENA, CALIF.

Editor:

Greetings, weary wire workers!

After three or more years of hard political string pulling and maneuvering, I've at last landed the job of press secretary for Local No. 418, I. B. E. W., of Pasadena, and here goes with a letter.

I shall open with the usual phrase—"This being my first letter I don't know much to say"—but I'm going to say a little about that very phrase.

So very many of the letters in the WORKER, I have noticed, are by new press secretaries. It seems that one letter is about the limit and I can imagine the boys at home wait and wait until all hope is gone. Then another new secretary writes. I don't know how the rest of you feel but I for one hope to be writing for this local when I have to hold my beard off the paper, and hope that some of the rest of you secretaries are with me.

If you don't have the proper support in your local stir it up and let's see some letters from you all often. Let's make the WORKER look like a New York phone directory.

Perhaps I've said enough for one who has yet to prove himself so I'll submit this little poem inspired by a crabby lineman, and close until a later issue, providing of course I get in with this.

Until that time, adios everybody.

D. F. CAMERON.

Editor's Note: Your poem was purloined for the joke column. Will appear next month.

L. U. NO. 435, WINNIPEG, MAN., CAN.

Editor:

We have initiated a number of new members the last few weeks, and our business agent, J. L. McBride, has been kept busy cleaning up the shops who are signatories to the closed shop agreement.

The important question of group insurance comes up at the next regular meeting. Several Brothers are opposed to anything which involves an increase in the \$3 monthly dues, and think the increased insurance should be optional. Our watchword next meeting night should be "the greatest good to the greatest number," so turn out and vote accordingly, Brothers.

Our apprenticeship plan has advanced a notch since last month. We have enlisted the sympathies of the educational authorities and at least of one contractor. A further organization meeting will be held as soon as our business agent has a few moments to spare to arrange for one.

Manitoba is in the throes of a valiant attempt by a private company to obtain possession of the last large power site on the Winnipeg River. And when I say valiant I mean it. Our Provincial Cabinet under the leadership of Premier Bracken retained the services of Dr. Hogg of the Ontario Hydro Commission to make a report on the situation and the report was interpreted, quite wrongly in the considered estimation of many people, to mean that it would not pay the province to develop this power site as a public ownership proposition, so the said cabinet, by a complete reversal of platform, recommended to the Dominion Government that a lease be granted to the Winnipeg Electric Company. Fortunately Manitoba's representatives at Ottawa were on the alert and have been successful in having the matter delayed and quite likely it will all have to be threshed out in the Provincial House, where I rather imagine even Mr. Bracken will have to explain why his policy in regard to public ownership of power sites has changed since Mr. Backus tried to acquire Seven Sisters site. Does it make a difference which private company applies?

The site in question is the Seven Sisters Falls, which is capable of a final development of 196,000 h. p. To get this natural development it will be necessary to close up the Pinewa Plant owned by the Winnipeg Electric.

Great credit is due to the Winnipeg Tribune for its active opposition to the alienation to private interests of a great natural resource which properly belongs to the people.

The whole attempt has been rushed through in a very suspicious manner on the specious plea of the Winnipeg Electric Co., that they are facing a shortage of power. This plea has been proven utterly false as there is another site to which the company has first right which could be developed first, namely, the McArthur Falls.

It would seem from the morning papers that our Building Trades Council have also suffered from a reversal of policy. Perhaps there will be a lot more relating to this matter to write about next month.

C. R. ROBERTS.

L. U. NO. 466, CHARLESTON, W. VA.

Editor:

Well, it seems as though a press secretary's life is just one darn issue after another. Though 'tis said you can't get blood out of a turnip, take over the press secretary's job and—you'd be surprised.

First I want to apologize to Doris and

Edith and the old "Types" for the wordage and windage of my last letter. It was unintentional and I could not help it if they slipped in a convention and a wholesale initiation in one 30-day period. I fully expected the Editor to wield his cutlass right and left, but I suppose he is a generous and patient man, so I freely forgive you all for the cussing I suppose you gave me—still what's a column or two in a compositor's life? So, on with the dance.

Well, the first of May rolled around and our list of fair contractors neither increased nor decreased; two shops having been out for two years refused to negotiate. One declined with thanks and the other declared he would "close his doors first," so we take it for granted that they both declined.

Now, you locals that have not had the controversy of hauling material in personal cars on your floors yet, beware. One of our unfair contractors referred to that item in our by-laws and indicated that that was one of the stumbling blocks toward peace; that we would not allow a man to haul a handful of material in his own car, but his men now leave the shop every morning with their cars loaded with material.

I don't believe an employer, a sound business man, would fire a man who didn't have a car, all other things being equal, but if Dame Fortune should fail to smile on you (without a car) in one or two more instances it would begin to get rather hard for you to get the popular vote, and the first thing you know the convention would be indefinitely postponed and your adversary with the blunderbus would be unanimously elected. And that just goes to show what a small thing can lead up to.

Word has come to us that we have another Brother in the hospital—Brother Charley Henderson. We are all rather anxious about Charley and feel sorry for him—that is, we all feel sorry for him except Mose Pasley. Mose seems very highly elated over Charley's incarceration. With the exception of the medical fraternity, Mose seems the most pleased of all. Of course, this may be a personal matter between the two boys, but speaking with an unbiased mind I fear Brother Pasley's previous operation may be creating sort of a surgical jealousy. Brother Henderson doesn't seem to mind the knife, though, as he's been on the table before when he had appendicitis about a year ago. Course it wasn't very serious—not near as serious as it would have been had I been press secretary at the time. This time it's adenoids and tonsils with Charley. I'm afraid you'll have to take him outside the three-mile limit in a heavy sea if you want to get anything out of him hereafter. I think Charley has had quite an operate-ic career, but Mose says he looks at it in the same light as the butcher and that he considers him a pretty well dressed kid.

Brother Marquart of Toledo, who has been sojourning with us for a month or so, has returned to his own domicile. We were glad to have Brother Mark with us and hope to have him call again sometime.

Spring has come! Yes, it must have, the boys from Florida are beginning to drop in on us. Brothers Wright and Craze blew in on us recently. Did you ever put hot coals on a turtle's back? Same way with electricians—sun gets so close to him he's got to move. Well, boys, don't chew your fingernails too short before you get here.

Now, I want to refer back to our October issue of the WORKER.

In this issue the press secretary spoke of handing out a \$500 fine to a New York Brother.

This Brother had been in our vicinity for

quite some time, had not visited the local nor deposited his card, and was in charge of work at one of the chemical plants. He was summoned before the executive board. The board, upon investigation, recommended that charges be dropped. At that time the local had been up against many evils and was a blood-thirsty lot. They rejected the board's recommendations and laid on a fine of \$500. We had been up against many things since May, 1926, and our fines had ranged from \$5 to \$1,000. So you see we thought we were rather reasonable when we laid one down for \$500.

You can realize how nonchalantly a fellow would accept a \$500 set back. Needless to say, the Brother finally let his standing in the I. O. run out.

The Brother referred to was A. T. Stryker, of No. 3. Since that time things have taken a turn for the better and to the credit of Brother Stryker and Local No. 466, hostilities have ceased. It was not the case of either party's being forced into the corner, but of getting together and getting a finer focus on the other fellow's viewpoint. Consequently, we now have about 20 members working for Brother Stryker. His firm was ready to stand by him and fight, but Stryker preferred to settle things in a peaceful manner and to the mutual benefit of both parties concerned. The local realized the fine was rather beyond human endurance, and to make amends they restored Brother Stryker's membership, though they could not restore his I. O. standing. This is not an apology for either Brother Miller or Stryker (Brother Miller says he wrote just as he felt at the time), but to give Brother Stryker a clear bill of health among his friends and former associates, which we feel is due him. Brothers Miller and Stryker are good friends, and the same can be said in behalf of the entire local.

Well, well, Squire, congratulations! Wire jerker or telephone operator? What do you think of that, Mr. Editor? A nine-pound, husky boy, and mother and baby doing fine. Squire says he's not sure whether he's going to be an electrician or a Democrat. We congratulate you, Mrs. Squire Anderson.

Brothers, you know we always reserve the best for the last and that is what I am trying to do with this letter, and place before those who plod their way through the correspondence every month a little treat.

There has been going throughout the country, as you no doubt know, a world-wide beauty contest, the final eliminations to be held at Galveston, Texas, to determine who would be known as Miss Universe, and as I take it, the most beautiful girl in the world. What I am trying to do is introduce to the boys Miss Audrey Reilly, who has won the eliminations to date and is now carrying the title of Miss West Virginia.

Now, just a minute, Mr. Editor—I'm not trying to commercialize at all. This is news and should be of interest to the WORKER and to union electricians in general. Miss Reilly is the daughter of Brother Charles A. Reilly, journeyman electrician of many years standing, and an active worker in L. U. No. 466, Charleston, West Virginia. Miss Reilly is the daughter, also, of Mrs. C. A. Reilly, a vice president of West Virginia State Federation of Labor, also secretary of the Union Label League, so you see, I for one imagine this is of interest to the Brotherhood.

Well, it took Miss Reilly about a week to win from the local girls, as there were quite a few contestants. It wasn't such a hard job, though. Not that they were not good-looking, but being local girls she knew their style and strong points and could kinda get set for 'em. Then they started

ATTENTION, SCRIBES!

We would appreciate it if all letters for the August JOURNAL would arrive at this office on or before July 25. We wish to have the August JOURNAL in hand a week earlier than regularly. Please bear this in mind.

to bring 'em in from the outskirts. No doubt some of 'em got their first train ride coming to this beauty contest, and I want to tell you they certainly were entitled to the trip and if there were any prettier ones left where they came from, you can't blame the judges for not being able to figure 'em out. They gave us three days to look 'em over before sending them to Huntington for the final tests to see who would fly the banner as Miss West Virginia. Now, I had never been at a beauty contest before—I said "at," not "in"—and I never went to this one until the last night (which proves I either am endowed with poor judgment or was born under an unlucky star), but hereafter I'm going to subscribe to all beauty contests.

Well, I bought me 50 cents worth of admission and went to the theatre, and after the regular show they brought on the beauties one at a time and in evening gowns. Evening gowns, you know, are just the same as any street dress only a little more flimsy, and they cut more off the top than they do off the bottom. An evening gown comes down almost to the knees, while the modern street dress is likely to stop at the least provocation.

After looking 'em over carefully, I began to suspect their reason for taking 'em to Huntington—they 'lowed they'd get Miss Reilly off the home grounds and get the decision for their girl. Then the boss said something to them and they left the stage and came back in a few minutes to go in swimming, only there wasn't no water. So they stood around awhile, then finally gave it up and went back and packed up for Huntington. Well, after I got my second wind I quit worrying about who was going to be Miss West Virginia. No, I ain't no fortune-teller, but so far I been a pretty good guesser, and the last thing I heard was that our girl had outspelled the whole darn bunch. And I am only sorry that the date of the contest is not far enough ahead so that I could warn, beg and advise the boys at Galveston to get out and use their influence and work for Miss Reilly, thereby proving to the public in general that work and labor not only produce calloused hands and round shoulders, but beauty and refinement as well. Miss Reilly is a competent clerk in the executive offices of the local telephone company, and a talented dancer from one of the prominent dancing schools.

Well, as my old friend the Dutch radio operator used to sign off . . . (dot's dot).

BOB KECK.

L. U. NO. 474, MEMPHIS, TENN.

Editor:

Local Union No. 474 and our Brother E. W. Hildebrand, business agent, wish to thank Brother O. E. Jennings, of St. Louis, one of the International Officers for placing 15 of our Brothers on a job in Illinois. It surely has been a very great help to the men and to Local No. 474, and we all appreciate Brother Jennings being in Memphis with us.

We have a number of Brothers loafing yet; work is slacking off in Memphis, so, Brothers, please stay away from Memphis as there is no word in sight here for at least five months and maybe longer.

This month is our election of officers and I believe there are about 25 members who want the business agent job, as they think all they have to do is ride around in a car and look wise. But they have the wrong idea. It is not an easy job, as the business agent attends all meetings at the labor temple on an average of four nights a week.

I guess I have told all the news that has accrued in Memphis, so will ring off till next month.

C. V. SLANKER.

L. U. NO. 527, GALVESTON, TEX.

Editor:

The "island city," not having been heard from in some time, will try to contribute a little space filling.

Galveston is still on the island but the advertisers are far from still. The world's beauties will shortly pay us a visit and anyone who visits Galveston may be sure of being entertained and will enjoy the visit. This also goes for Local No. 527.

However, before packing to start remember to bring your bathing suit and fishing tackle as your overalls won't be needed much. No offense intended, Brothers; just a kindly way of extending to you a true statement of conditions here. You should know that the contractors' association deemed it necessary, a year ago, to sever connections with us over a matter of wages and with only a few independent shops working our members it has been necessary to refuse travellers and some of our oldest members have sought other pastures.

Brother Tracy is taking up our future welfare and we are quite sure that if anyone can show our former employers the wisdom of co-operation between employer and employee he is the one who can.

We have lost very few members in this skirmish and don't expect to lose any more, but until better relations are established again we regret to write that we will be able to supply any demand from the rank and file who have so loyally stood by the ship.

Hoping to see many friends this summer, who are fortunate enough to pay us a visit and with whom work is not essential, and hoping also that another summer will find us calling for men, we beg to remain,

T. J. MIZELL.

L. U. NO. 561, MONTREAL, QUE., CANADA

Editor:

After a prolonged absence from the columns of our highly esteemed publication, Local Union No. 561, Montreal, again endeavors to place itself, through the medium of the press secretary, in the correspondence section and will endeavor to maintain at least a brief section every month for the balance of 1928. This being a railroad local, our remarks will be confined to the outlook generally on Canadian railroads as we see it. We have just recorded another Division No. 4, R. E. department convention, also C. P. R. and C. N. R. system conventions, in the city of Winnipeg, Man., and from the general discussion, it looks as if the future held very bright hopes for the railroad industry and for the country as a whole.

Regarding local conditions, we, on the Canadian National lines, have had very steady employment, due in a great measure to the union management co-operative feature, and, according to statistics as given to the system federation by Capt. O. S. Beyers,

Jr., consulting engineer for the railway employees department, earnings for employees have increased very materially as compared with the year 1924, due to the fact that the hours worked per man in 1927 were 2,155 as against 2,005 in 1924.

The report of the fact-finding commission revealed that earnings have increased as follows: Blacksmiths, \$100; boilermakers, \$102; carmen, \$124; electrical workers, \$108; machinists, \$108; sheet metal workers, \$100; helpers, \$117; apprentices, \$67; and coach cleaners, \$60. All employees, some 18,543, averaged \$115 and the total increase in earnings was more than \$2,000,000.

This of itself shows a fine record for the co-operative movement on the Canadian National Lines, together with the fact that conditions have been made better, and organizations gaining in membership. As a result of the recognition of co-operative efforts on the part of the employees, the C. N. R. management has decided that all employees embraced in the union management co-operative plan, shall receive one week's holiday with pay.

During my stay in Winnipeg I was very hospitably entertained, together with Brother Russell and Brother Bourque, by the local boys at that point and I am sure that I am voicing the sentiments of my co-delegates when I say that it was very gratefully appreciated and that we were very glad indeed to have the valuable services of International Vice Presidents Evans and Ingles during our deliberations.

Local Union No. 561 is progressing very favorably, taking in new members and up to the present all men working. We hope that the new Canadian National shops and power station at Montreal will prove an additional benefit to our local.

We are happy in the thought that our local officers are indeed active and efficient, not forgetting our perpetual sick committee, Bill Adams, who certainly deserves credit for the manner in which he carries out this duty. And our recording secretary, Brother C. Gallagher, although young in the business, ought to be congratulated for his efficient manner of handling correspondence. It is not necessary to pass comment on the rest of the gang. They are all old timers and know their onions.

We are very sorry to have to record the passing away of one of our oldest members, Brother Westcott, who was employed at the Angus shops. He was highly respected by the boys and his death is a loss to L. U. No. 561 and to the organization.

A special meeting has been called for Wednesday next to discuss the pros and cons of a regional council and my next issue will deal with this question in detail. At the C. P. R. things have been going along good and strong, and we are fortunate in our choice of shop delegates and committeemen at that point. We expect to clean up the whole situation around here very soon by getting all the men that are in other organizations over to us just as soon as the official proceedings of the convention are issued. Thank you, Brother Evans.

I will conclude now, but just want to say to the boys who read this and don't attend the meetings that at the present time there is some very important work to be done and your officers would greatly appreciate your attendance once in a while. Take an interest in your own affairs, it is for your own benefit. Thank you L. A. McEwan.

L. U. NO. 567, WOODFORDS, MAINE

Editor:

No news is good news, the old maxim tells us, but comparatively speaking, no work is not good work or news either, and that's the situation within our precinct.

Our \$1.12½ per hour rate has nearly gone a-begging and hasn't been tried out sufficiently to find whether it is a success or not, although after several conferences with the contractors it is still effective. Brother Charles Keaveney recently paid us a visit in an attempt to untangle the real from imaginary difficulties involved, between the parties of the first and second parts, but found so many loose ends he didn't know where to start winding and decided the situation needs more of his personal attention.

A few years ago the contractors of the city received Brother Keaveney with considerable doubt and misgiving, but his fair methods and administration of our affairs, and even theirs, have changed the old order to a point where he is even welcomed.

Our organizing committee, established for the purpose of signing to our agreement the principal non-union contractors and bringing within our jurisdiction the men employed therein, have met with several obstacles, principally the contractors themselves who view with some alarm the increased wage scale involved.

As for the boys themselves, who have been interviewed, some would be glad to come in, some are indifferent, while naturally a few, to be expected, cuss the union in good round terms, but they can't be blamed for they have no way of knowing what a fine bunch of fellows we have up here, what a feeling of reliance, affiliation with 567 with the I. B. E. W. and the A. F. of L. gives the ordinary laboring man, and some day when working conditions have improved we are going to take a little more initiative to convince them.

The L. W. Cleveland Automotive Service Station, probably the only one of its kind, east or west of anywhere, employing a union crew has been one of the busiest places in Portland where work has held up remarkably and the busy season approaching. The boys here are all members of 567, working on a special concession granted some time ago.

One of these members, Brother C. A. Blake, who seems to have a habit of having his movements chronicled in various news forms, recently had the misfortune to encounter his Ford in a combative mood and during an early morning attempt to coerce her into starting, the immediate result being a fractured wrist that temporarily laid him up and the ultimate result being a discarded Ford in favor of a Whippet that to say the least possesses all the requisites of the elite.

I don't know of any more Brothers on the casualty list, unless, according to the way we look at it, might be included, Brothers Vic Lund, Joe Charron and Bob Leahy, who have engaged in today's somewhat hazardous risk of matrimony.

We have been soaking under a blanket of steady rain that has endured for eight days and unless old Jupe Pluvius chases himself to some place where they need him, there will be trouble in our three river basins where people are already preparing for flood conditions.

M. M. McKENNEY.

L. U. NO. 568, MONTREAL, QUE., CAN.

Editor:

This is L. U. No. 568, at Montreal, Que., and I believe that it will be appreciated by our Brothers, because they were raising a big racket about not having anything in the WORKER. The working conditions in Montreal are very bad and we are having a big struggle to get organized. We have only one good job, and there are only three gangs

there. The rest are loafing or working on small jobs. We have no closed shop but we made up an agreement to present to the contractors and if we succeed, well, boy! it will be the biggest stunt that the electrical workers ever put over in Montreal.

The lucky No. 15706 for the watch was held by Brother W. B. Mathews, L. U. No. 159, Madison, Wis., U. S. A. We sent it over to the Brother with thanks and also the committee wishes to thank all the Brothers and locals that came to our rescue.

Now hoping that those few lines were interesting and next time I will tell you boys how we get along with the agreement.

PAUL THOUIN,
Vice President.

L. U. NO. 578, HACKENSACK, N. J.

Editor:

There are running streams in this world and their courses continually change or apparently so, and the message this month from the above local would like to call the attention of the readers of this wonderful periodical, so well managed, to please change the steady flow and give our business agent a chance to enjoy a little peace of mind. He has his hands full to keep the present membership alternately employed three and five days per week. The boys know that work in this section is not as rosy and plentiful as our scribe pictured. Please heed this advice.

DOT AND DASH.

L. U. NO. 586, HULL, QUE., CAN.

Editor:

To those patriotic members of Canadian locals who look first of all for news of their capital city, I offer an apology. Local No. 586 had the questionable wisdom of appointing me as press secretary and I immediately showed how good I was by getting my letter ready too late to appear in last issue. However here is hoping for better results in the future. I will try to emblazon the merits and demerits (if any) of Local No. 586 to the four corners of the organized world.

We are sending Brother Ed. Smith to the Labor Educational Association's convention at Kitchener on May 24 and we are hoping that he will be able to bring back some worthwhile information to add to his present stock of good ideas. I understand it is the purpose of this convention to start a labor paper in circulation and to plant the seeds of understanding in the soil of capitalism. Such soil has proven hard to cultivate around Ottawa in the past but we are of the opinion that with continuous ploughing we will yet reap a crop.

Our organization committee has never been able to report any very outstanding success but we are continually enrolling an average of two members at every meeting, so probably that is better than a deluge at once and then no rain for months. Our chief cause for complaint is the lack of attendance at meetings on the part of the members. We have the same old reliables at nearly every meeting and then the usual number of questions the next day as to what took place at the meeting. What is the percentage attendance at the employers' association meetings? Answer—100 per cent. Please bear that in mind whenever you consider the pavement too hard to travel to the meetings on.

Our linemen members are enjoying a thankful period of freedom from accidents, none having occurred in nearly two years. That is, accidents of any seriousness. Brother Chassels had the unfortunate experience of placing himself in series with the arc lighting circuit in one of the suburbs the

other week and he found that he was not such a shining light as he would like to be. As regards line work we are enjoying excellent weather just now for high rigging on the tall sticks.

As regards our inside and construction men, they are all busy. A number of the construction Brothers are at Kapuskasing and Pagan Falls preparing to send a few more billions little watts travelling to their respective places of business. By the way, some of the watt factories on the Ottawa river suffered some damage and a lot of inconvenience owing to the high water level this last month or so.

Our shopmen are seemingly about to realize a marked success in getting an agreement with the contractors. This is coming about with co-operation on all sides, both factions realizing that good business can only come through strong organization.

The Building Trades Council is going into active operation again after having been out of the picture for some time. Local No. 586 is to be represented by Brothers Lappe and Shilling, so we have no fear of not being heard in the council. Brother Lappe was also elected treasurer at our last meeting, to fill the vacancy caused by the resignation of Brother Lane.

In looking over the May edition of the JOURNAL I saw a letter from L. U. No. 578. Where is Hackensack and how, or is it not yet? It seems as if Moore must have been around there when he wrote his Utopia.

S. WRIGHT.

L. U. NO. 595, OAKLAND, CALIF.

Editor:

Well, Brothers a month has gone and a lot of things have happened since last I put my pencil to paper as press secretary of Local No. 595.

As I stated before we are in a strong fight to organize the Bay Counties and our business agent, "Doc" Stallworth, has not been letting the grass get so long, but has kept after the different shops here while their minds were in that line, and he has done some good work, too, and with the I. O. to back us up we are looking forward to great things in the near future.

Working conditions on the east side of the Bay are still very quiet with nothing of importance coming up to brag about, although we all live in hopes if we do die in despair.

Our big personal scrap comes off next month at the election of officers for the ensuing year and here's hoping we will again elect Brothers who will put their whole heart and soul into the work for the good of the local as they have done in the past.

Well, Boys, as I am not a great story writer, I will make this short and sweet, and close by wishing I. B. E. W. and the Brothers in general the best of luck.

E. B. ESHLEMAN.

L. U. NO. 696, ALBANY, N. Y.

Editor:

A new law goes into effect June 1, 1928, whereby every electrical contractor will have to have a license to do electrical work in the city of Albany. This new law is the best thing that ever happened for Local 696. Not so good for the "bootleg contractors." Brother Cumming, our B. A., has been working on this new law for about three years and it was finally put through with the help of Mr. Murray and Mr. Marshall of the common council.

The baseball team is in first class shape, and they certainly look fine in their new

uniforms. They will line up against the Megginus and Company team Decoration Day. Brother Lyons, better known as "Soxy," is in the market for a piece of rubber hose to put over his thumb so the next time he hits it with the hammer it won't be so bad.

Brothers, if any of you are headed toward Albany, just keep on going, because work is very slow, but we are hoping it will pick up.

Brother Schafer is about due for his fishing trip at his lake cottage. Of course he will take his new Ford with him.

Brother Cumming, our B. A., is going to a banquet with Contractor Snarky. The boys will send up a pair of boxing gloves when the banquet starts.

At our last meeting of May 25, President Hartigan appointed a special committee to decorate the graves of our deceased members on Decoration Day.

The electrical contract for the new state office building which will be 32 stories high, will soon be let and that will be good news to the boys.

R. F. TELLIER.

L. U. 716, HOUSTON, TEXAS

(Concluded from May)

Editor:

For a class which holds in its grasp the power of naming every officer for which the laws of the land make provision, be it president or constable, labor has acted with commendable modesty in presenting her demands. Here and there labor has asked that one from her ranks be given opportunity for bringing into public service the fruit of his research, the result of his deep thought, the product of his years of ministration to the needs of progress. The outcome has not indicated that labor has been poor in men with the ability to think or who realize the full meaning of responsibility of office.

Labor can no more afford to be recreant to a public trust than it can to disregard an obligation assumed in the course of a day's exchange of skilled labor for a stipulated sum of money. Probably no class of people has been more legislated against than has the class designated as labor, yet no more ardent opponents of class legislation have been found in America than labor. Labor asks for no benefits that must be paid for by the levy of an extra taxation upon her fellow citizens, nor does labor clamor for recognition of claims unless it is believed they are likely to bring about a condition of more general prosperity, or an economy in which all may participate.

It is because labor is part and parcel of the nation, because the ranks of labor contain men and women who think in broad terms and who have the courage of their convictions, it is because labor realizes that whatever is of harm to the whole must bring its portion of hurt to every worker, that labor must exercise her best judgment, must put forth her utmost endeavor to see that the community, the commonwealth, the nation obtains the services of the best men who offer themselves as willing to act the part of public servants.

Because of the tremendous power she is capable of wielding, labor must exercise the utmost care in giving endorsement to the man or the measure she may deem best fitted for some particular public exigency; and because of this same weight of influence must labor be extremely careful that she be not swerved from the straight line of patriotic fulfillment of her high destiny in safeguarding the ballot box and making it what our forefathers intended it should be.

the expression of the will of the American people. Hence it is incumbent upon labor to let it be recognized beyond any effort to controvert, that, while during the history of the past there may have been times when labor permitted herself to be led to the polls and voted as a unit, this is never to be repeated for the reason that labor has read much and pondered deeply, and intelligence now reigns where prejudice may have once held sway.

Labor's entry into politics means that he must be a clean candidate who dares ask the support of the men of this nation who keep the wheels of industry in motion; it means that only such measures as have general application and which are intended to foster the prosperity and increase the happiness of the great majority, will be accorded the approval of the laboring masses; it means that no man's name, no man's standing in the community, unless it be founded upon merit and honesty is to sweep him into office regardless of his political affiliations. It further means that hereafter, more than ever, public office is to be considered worthy of the trust of his fellows who proves himself most faithful to the best interests of the people he serves.

Nor does labor ask to be considered as a force disassociated from all other. Labor is not a state of itself. Labor desires no splendid isolation. But just as labor has contributed freely of her thought, of her brawn, of her blood, of her money to the general welfare, so does labor desire to be considered part of the body politic, sharing whatever of disaster may come, enjoying whatever of blessing may come to an intelligent people wisely exercising their right of suffrage at the ballot box, willing to stand shoulder to shoulder with every other force found at work in the task of lifting humanity to a higher plane. If labor is true to herself, she will be found engaged in doing her share in any endeavor looking to the general betterment and with this thought in mind, it cannot be believed that labor's entry into politics comes with any fearsome foreboding of ill, but on the contrary, it brings an assurance that common alliance is to be made with every other agency for good in the nation in giving all the people the best possible government at the least possible cost.

J. T. SAUNDERS.

L. U. NO. 723, FT. WAYNE, IND.

Editor:

The fishing season is on again in full swing. For the past six weeks the men stayed at home and pestered friend wife or made garden, but now it's different. As friend wife can't bait her hook she stays at home while father and the boys head for some lake. And believe me we bring home the bacon. I mean fish, eh, Mother?

Vacation time is in order. Already the choice weeks have been taken. Many are going to take long trips instead of lake trips.

On June 23, Fort Wayne will have an opportunity of witnessing one of the greatest spectacles of the year. At 2 p. m. a gigantic "Labor Day" parade will get under way with all of Fort Wayne's organized men and women in line. Many industries, fair to organized labor, will have decorated trucks and cars in line. Besides bands and drum corps, there will be floats depicting some branch of labor. Following the parade a baseball game will be played between two local union teams. In the evening at eight o'clock, "The Wheel of Industry" will be presented at the South Side Stadium, a pageant featuring 300 men, women and children of organized labor. It is sponsored

by the Women's Union Label League and a joint committee of ladies auxiliaries to local unions. Tickets are on sale all over the city at 50 cents for adults, children admitted free. So come on everybody, let's decorate the old flivver and get in line in the parade, let's give the open shoppers an eyeful.

Herman Derolph, formerly of Cleveland, Anthony McMahon of Sharon and C. B. Brooks of Cincinnati have deposited their cards with us and have moved their families to this city.

F. Z. Neal has left for his home in Sharon, Pa., after spending two months with his old buddy Herb Dull. "We were all sorry to see you leave here, Red, let's hear from you often."

The West-end substation has been completed under the direction of George Morrow and his able assistants, Herb Dull and George Deel. They are now breaking ground for the East-end substation.

Jack Loraine is getting along nicely having had a difficult operation performed at the Hope Hospital. Jack has had a hard time of it, having worked only two weeks this year.

Guy Hall is getting in fine shape, having had severe attacks of gall stones.

ANTHONY J. OFFERLE.

L. U. 728, FT. LAUDERDALE, FLA.

Editor:

I have nothing special to say this month. You see I let go this job not long ago and it flew right back and hit me in the face. Of course, I know it wasn't as big a blow to me as it is to the Brothers that try to read my offerings, but whether you like them or not I am laboring under the impression that some is better than none.

Brother J. H. Gilbert, alias "Jim," "Gill," "Gilbert" or "Mr. Gilbert," one time wood walker of Detroit, Pittsburgh, St. Louis, various places in New York State and Texas, and at present business agent and financial secretary of L. U. No. 728, is leaving our midst, due to ill health, and I have been unfortunate enough to fall heir to his various duties, but I know that I can never replace Jim, and I don't believe any one else can and if any of you Brothers meet up with Jim it will be well worth your time to get acquainted with one of organized labor's biggest backers.

When I wrote my last letter I had no intention of starting a back to Florida movement. As I stated at that time, we won't have any work here on our harbor for at least two years. Our country went through a very sad experience which created a condition that is very hard for any one not acquainted with it to understand or realize. We had a real estate boom here; everybody bought lots and built houses everywhere and then the people came and filled them up and after the building was done there wasn't anything to do. They went ahead and built cities with never a thought to developing the natural resources and to promoting industries that the people might have something to do to earn a living. Consequently the bubble broke and the people that stayed are trying to bring the place up to where you can come back in a few years to your beloved Florida and find a steady income to go with the rest of the good things we have here, so just give us a little time and when we are ready for you we will send out the call and you can be of great assistance to us by being patient.

The Brothers of Local No. 728 are all eating regular as far as we know and are witnessing a good first-class Democratic primary. We only have one party here in the state and county fight and the man that wins the primary is pretty sure to be the man, barring independent candidates. Now if you want

to see something good just step in where everybody is Democrat according to the poll books and watch them fight among themselves. Boy, howdy! Six candidates for sheriff with 4,000 votes to chew on. We eat, breathe, sleep, and quarrel with the wife—just politics.

Guess I better sign off now. This bunch of static is liable to wreck the press. You Brothers on the road drop us a line now and then, and I will try to tell you what you want to know through the WORKER and then we can cover more ground.

EARLE L. WARREN.

P.S.—No racing in sight yet.

L. U. NO. 818, ROANOKE, VA.

Editor:

Our official secretary has to date fallen down on the job and I want to tell the boys all about it.

This year the boys saw fit to send this wire-jerk to the Virginia Federation of Labor meeting at Portsmouth, Va., and I sure got both ears full.

I met several of the boys from Local No. 80, "Jeff" Gates, T. F. Grey and Strickland, J. Fred Cherry of No. 734, also Joe Rosanno and last but not least P. R. Bennett of 732.

Local No. 818 is marking time at the present time. We have had several big jobs that we could have gotten lined up on, but some of our "erring" Brothers out of town seem to have forgotten us. I heartily agree with Brother H. G. A., of Local No. 371, Monessen, Pa. Local No. 818 has just such a measure before our city council. Will all of our Brothers unite in prayer for the same. We have strong opposition from the contractors here, but the measure hasn't been voted on yet.

We have a new member now, Loy C. Carter. He should be called Loyal C. Carter as he is sure a booster and he has been empowered by "Bugs" to act as our recording secretary.

Our former president has fallen by the wayside and now the boys bow to the gavel of Brother Harry ("Hairy") Johnston (emphasis on the T). I'll try to get behind our press secretary with a number 10 next time. So long.

H. J. DAILEY.
Financial Secretary.

L. U. NO. 982, WINSTON-SALEM, N. C.

Editor:

How many of the readers of the WORKER know that Winston-Salem is on the map? Well, it is, and the electrical workers, that is, the inside wiremen, are at work, organizing our local. We are now about 90 per cent and are working on an agreement with the contractors. I don't think that we will have any trouble getting a sign up.

For a long time we have been trying to get the boys in training, and now we have nearly all in the local. But they just won't all attend meetings. I am going to make an appeal to all members of L. U. No. 982, "Boys, attend!" It is not fair and is hard on a few to do everything, and please everybody. We have a good bunch each week, but they are not the same faces each time. So all try to attend regularly.

I would like to inform all card men who are thinking of coming to Winston-Salem, that there is no boom on here, as the papers would make you believe. Of course, work is picking up, but the truth is, none of us have made much more than half time this year. We have a few large buildings going up, but there are two men to one job in Winston now. So you see it wouldn't be much benefit to us to have too many come

this way until we get the situation in hand. If the boys that want to come here will watch the WORKER, I will try to inform you when we get in shape to receive travelers, although should one come any way, we will not turn him down, but we can't guarantee him work just now.

I will try to write something more interesting next time. I was just appointed to this job and as I wanted to get the number of our local in the WORKER once more, I am writing this letter without having time to prepare it as I should like to.

The tobacco workers have been working hard here in this city to get an agreement with R. J. Reynolds Tobacco Co., but as yet, they haven't been able to get a conference. I wish all electrical workers would smoke "Clown" or other union-made cigarettes until Camels carry a union stamp. The tobacco workers are in need of support, and if all union men will do so, they can aid them lots. I for one will never smoke another Camel cigarette that is made by non-union factories.

C. C. JAMES.

L. U. NO. 1002, TULSA, OKLA.

Editor:

I want the readers to know that L. U. No. 1002 is still in the game. We have more and more each day to feel grateful for. Most of us are enjoying good health and plenty of work. The Magic City is still on the boom. Well, we have a great country to build a city in. Most of you know Bill Rogers is an Oklahoman, and at this time it looks like another Oklahoman is going to fame and the footlights. I have reference to one Andy Payne, of Claremore, Okla., who has ambition and courage and physical strength enough along with others to start from yonder to there. But the word I want to say is Andy Payne will be the winner, and when Andy does his stuff between Chicago and New York City, the English will have something else to chuckle about—if he ever does understand why and how Andy got his bunion over the pavement so fast.

Well, the fishing season is upon us again and some of the boys are making wonderful catches (next day). I hope the boys are all expecting to win the honor for the best attendance at meetings for the second quarter. Our boys are coming out to meeting fine and we expect to win the honors for the best attendance for this quarter, not because L. U. No. 1002 started the move but, you know, everything has to start somewhere, if it is only a dog fight started by a bull pup in the next yard.

You wiremen who read this letter don't get excited about the building here. It is no new thing with us, and you had better communicate with L. U. No. 584 before spending your last dollar to get here. The linemen are always welcome, but you all know the systems of the Public Service Company all over.

Now, boys, loyalty is the word. Loyal to the obligation, loyal to the flag, loyal to our fellow men, loyal to the home. I think that word loyalty is one of the greatest words Webster said anything about.

"Be not overcome of evil, but overcome evil with good." Romans 13:21.

O. L. WOODALL.

L. U. NO. 1037, WINNIPEG, MAN., CAN.

Editor:

The last meeting of this local was an interesting one in many respects. Discussion on the Union Cooperative Insurance was somewhat lengthy and ended in a ballot being sent to every member to cast his vote.

Brother Scott, who dropped in here from St. Louis last summer, and who has had steady work ever since, except for some time he was off when he fell from a pole and hurt his wrist, delivered a scathing criticism of the press secretary's letter in the JOURNAL. He was strongly opposed to the press secretary giving any information to the JOURNAL that even the members of L. U. No. 1037 had a job, accusing these letters as being the means of all the bums from the North American continent being centered in Winnipeg. It is very strange how so many of our members will stand in the way of any of our more unfortunate Brothers getting a job. I often wonder what is the reason. Is it because he fears that the unfortunate Brother out of a job will endeavor to take the other man's job? Will that Brother, carrying a card, go to the boss and offer to work for less money? I don't think so.

Why should any member of the Brotherhood prevent another Brother getting work if it is possible for him to do so? I read letters in the JOURNAL every month telling everybody to stay away as there is no work. Which is better, to allow the boss to hire whom he will and put him on the job and the union is compelled to take them into the union to protect themselves, or the union to provide the employer with first class efficient card men? I would like to hear some outside opinion on this question. The latter is the opinion of the majority of L. U. No. 1037. Don't everybody answer at once.

Brothers Flood and Sandison dropped in on us from L. U. No. 66, Houston, Texas, and are both, I believe, at work. They say they came up here to get cooled off and get their thirst quenched.

IRVINE.

BROOKWOOD GRADUATES 22 TRADE UNIONISTS

Graduation exercises marking the close of the seventh year of Brookwood Labor College, at Katonah, N. Y., were held on June 1. The graduating class includes 14 men and eight women, representing many phases of the labor movement. They are painters, garment workers, miners, upholstery weavers, bakery workers, railway carmen, tailors, sheeting operatives, machinists, cap makers, and hosiery workers. They come from Oregon, Wyoming, Texas, Colorado, Illinois, Pennsylvania, New York, Massachusetts, Maryland, North Carolina, and Canada. All of the graduates expect to return to industry and to union activities.

Speakers at the commencement exercises included John Phillips, of the Philadelphia Typographical Union; Robert Fechner, vice president of the International Association of Machinists; Dr. Harry F. Ward, of Union Theological Seminary; A. J. Muste, dean of Brookwood; and J. B. English, who represented the graduating class.

SENSE FROM CONGRESS

"Perhaps there can be no more oppressive government than a bureaucratic one. The Bolsheviks of Russia proclaim their devotion to liberty and claim that they are building a democratic structure. The fact is that the far-off cities and provinces and communities of Russia are within the powerful grasp of a despotic bureaucracy which is controlled by a few individuals sitting in the Kremlin in Moscow."—Senator William H. King of Utah.

"It is a law of human nature that one portion of the country can not permanently and properly and honestly be prosperous and happy while other great portions of the country are in distress and suffering from lack of the necessities of life."—Senator George W. Norris, of Nebraska.

MORE ABOUT MACHINE PROCESS

"Machinery is writing an emancipation proclamation for the American people. Through its application and the adaptation of electric power Americans have gained economic and social freedom. Each new machine or new method introduced causes technicians and workers to think of means for applying it to their tasks. Americans are converts to a policy which takes muscle work out of a job and puts mind work into it. The worth of any industry is measured by its use of machinery and its readiness to substitute improved machines and methods for old ones. The electrical industry has had the courage to keep up to date. It has met demands for machines and methods as the industry grew, and it has discarded mechanically sound boilers, generators, waterwheels, motors and other devices when improved machines were developed. This policy has made for better business and has brought progress."

Electrical World.

"Here, then, is a new element in business, a new hazard to be added to the customary and established ones which in the past a manufacturer must overcome if he would succeed. He built up his business by faithfully following the accepted precepts, watched his costs, stimulated his sales, advertised, acquired good will, and looked forward to continued prosperity as long as he did these things. And now this unstable, excitable, fickle public is showing a disposition to change its mind, its habits, and its clothes with such disconcerting suddenness as to leave the shortest possible time for readjustments. It has somewhat the effect of 'deuces wild' in a poker game. The mood of the people, the interplay of one new discovery or invention with another, the quickness with which information spreads—by advertising, publicity, word of mouth and moving pictures—are rapidly changing the industrial physiognomy of the country and shifting the centres of old basic industries."

EARNST ELMO CALKINS.

"Mass production in American industry has come to stay. It brings death and injury to young American wage-earners, boys and girls, as death and injury have been known in the past only to adult men working in mines and on railroads. It is never to be forgotten that for one boy killed, a score are disabled for life—are doomed to dependence, burdens on their families or objects of public charity. Speeding as a part of mass production, applies to workers of any age and both sexes. New poisons appear almost from week to week. The papers are rarely without notices of suits begun by girls disfigured for life, or dying by inches, as poisons whose existence as a part of their work-room air, they never suspected, consume their bones and kill them by slow torture."

FLORENCE KELLEY,

General Secretary National Consumers League.

"Now if someone will sit down and do a painting of a coal-miner in his pit clothes with a pick over his shoulder drifting disconsolately away from the mine tippie, he will have a true picture of a very real tragedy that is going on through all the mine fields of Illinois, Indiana, Ohio and Pennsylvania, the territory where the United Mine Workers of America have their organization. The introduction of machinery into the mines, the failure of the union to organize the seab land south of the Ohio River, seasonal unemployment and the general idiotic management of a basic industry are all conspiring to shove the union coal-miner out of the American scene."

MCALISTER COLEMAN.

"Tremendous changes are taking place in our industrial life. A peaceful revolution as dramatic as the industrial revolution of 1800 is under way. Great economic currents are driving new channels; a new day presents a new business landscape.

"The great new force is group endeavor. The individual no longer relies alone on his own efforts. He is pooling his resources with others in mass activity. Labor early saw the advantage. The business man fights today for new markets and a larger share of the consumer's dollar through his trade co-operatives, and there are now 2,000 trade associations."

MERLE THORPE.

"The modern business machine is, to a greater extent than ever before, dependent for its driving force, not only upon the executive ability of its financiers but upon the scientific ability of its technologists. Twenty-five years ago a great manufacturing concern could probably have looked forward to certain success provided the necessary quality of business management was available in the personnel responsible for the direction of its policies. During the past decade or two it has been increasingly important that the manufacturer be fully informed of the developments in the world of science, because scientific development may put a different face upon a manufacturing problem overnight."

BARRONS.

"In this country a few years ago we had an outlaw railroad strike which proved to be a blessing in disguise. Those railroads which had the courage to stand to their guns were able to reorganize their shops on a modern basis, union or no union. It is entirely possible that the general strike last May in Britain was worth what it cost. It showed that the 'skilled worker' according to the union definition, is largely a myth. We are no longer afraid of him,"

Wall Street Journal.

"The number of wage earners in the manufacturing industry of the United States is decreasing.

"The amount of goods which they turn out is increasing.

"The total amount of wages paid in the manufacturing industry is decreasing.

"The value added by manufacture is increasing!"

"Labor."



IN MEMORIAM



W. H. Tomlinson, L. U. No. 46

Whereas Almighty God in His infinite wisdom has seen fit to call from our midst our esteemed Brother W. H. Tomlinson; and

Whereas we deeply mourn his loss; therefore be it

Resolved, That in this hour of trial and sorrow we extend to his mother our deepest sympathy; and be it further

Resolved, That we drape our charter for a period of thirty days and that a copy of these resolutions be sent to his mother, a copy to our Official Journal for publication and a copy be spread upon our minutes.

W. C. LINDELL,
Recording Secretary.

W. R. Butler, L. U. No. 569

We, the members of Local Union No. 569, I. B. E. W., deeply regret the sudden death, through drowning, at Rosarita Beach, Mexico, of our esteemed Brother W. R. Butler; and

Whereas we, as fellow workers, feel that this local has lost a staunch supporter, faithful and loyal Brother; therefore be it

Resolved, That we extend our sincerest sympathy and condolence to the bereaved family who cherished and loved his companionship, as a son and brother, while upon this earth; and be it further

Resolved, That a copy of this memorial be mailed to the family, and recorded in the minutes of our regular meeting.

S. V. MONSEES,
C. D. EDMONDS,
E. P. KILCOYNE,
Committee.

Adolph Vinette, L. U. No. 79

Whereas the most Holy and Glorious Lord God, in the recalling of His children, on May 17, 1928, selected our honored Brother, Adolph Vinette, suffering sorrow and grief to descend upon our entire Local Union No. 79; and

Whereas we, His humble children, question not the wisdom of His Divine summons, we are again reminded of our obligations to God; be it therefore

Resolved, That Local Union No. 79 extend to the widow, family and relatives, its heartfelt sympathies and consolation; and be it further

Resolved, That our charter be draped in mourning for a suitable period in due respect to his memory, and finally

Resolved, That a copy of these resolutions be sent to the widow, one to relatives, and a copy to the Official Journal for publication.

JOHN NEAGLE,
President,
Local Union No. 79.

Paul Martens, L. U. No. 195

Whereas it has pleased the Infinite Creator to take from our midst Brother Paul Martens; and

Whereas Local Union No. 195 mourns the loss of a true and loyal member; therefore be it

Resolved, That we extend to his loved ones our heartfelt sympathy; and be it further

Resolved, That we drape our charter for a period of thirty days, that a copy of these resolutions be sent to the bereaved family, a copy to be spread upon the minutes of our local union and a copy be sent to our Official Journal for publication.

F. X. RAITH,
Recording Secretary.

Thomas Trearmer, L. U. No. 333

Whereas the members of Local Union No. 333 Portland, Maine, deeply regret the sad and sudden death of our esteemed Brother, Thomas Trearmer; and be it

Resolved, That we extend our heartfelt sympathy to the bereaved family; and be it further

Resolved, That we drape our charter for a period of thirty days, and a copy of this resolution to be spread on the minutes of our local union and a copy sent to his family and also a copy sent to the International Secretary for publication in the Official Journal.

M. C. CROSSMAN,
JOHN P. DIMMER,
PHILLIP T. PLACE,
Committee.

Frederick A. Lyon, L. U. No. 313

Whereas Almighty God, in His infinite wisdom, has seen fit to call from our midst, our esteemed and worthy Brother Frederick A. Lyon, who passed on to his greater reward, April 17, 1928; and

Whereas Local Union No. 313, International Brotherhood of Electrical Workers, has suffered the loss of a true and worthy Brother; therefore be it

Resolved, That we extend to the widow and bereaved family our heartfelt sympathy; and be it further

Resolved, That a copy of these resolutions be sent to Brother Lyon's family, a copy published in The Labor Herald; a copy be published in the Journal of the Electrical Workers and Operators, and a copy be spread upon the minutes of this meeting.

HERMAN SCHECHINGER,
WILLIAM KISSINGER,
GEORGE L. BROWN,
Committee on Resolutions.

W. Westcott, L. U. No. 561

Whereas it has pleased Almighty God in His infinite wisdom to call from our midst our esteemed Brother W. Westcott; and

Whereas in the passing of Brother Westcott, Local Union No. 561, I. B. E. W., has lost one of its oldest and staunchest members; therefore be it

Resolved, That we, the members of Local Union No. 561, extend to his family our deepest sympathy in their hour of bereavement; and be it further

Resolved, That our charter be draped in memorial for a period of thirty days, and a copy of these resolutions be spread on the minutes, and a copy be sent to the International Office to be published in the Official Journal.

C. GALLAGHER,
Recording Secretary.

Albert Lehn, L. U. No. 623

Whereas we, as members of Local Union No. 623, I. B. E. W., of Butte, Mont., have been called upon to pay our final tribute of respect and high esteem to our late Brother Albert Lehn, who departed from our midst in the prime of life following an illness covering an extended period; and

Whereas Local Union No. 623 appreciates its loss of a true and loyal member, be it

Resolved, That we, as a union in brotherly love, pay tribute to his memory by expressing our deepest sympathy to his relatives and friends in this dark hour of sorrow; and be it further

Resolved, That our charter be draped for a period of thirty days; that a copy of these resolutions be sent to his relatives, a copy sent to our International Office for publication and a copy spread on our minutes.

V. J. de LONAS,
A. A. SUNDBERG,
J. D. DOUGHERTY,
BARNEY BARTZEN,
FRANK JOVICK,
Committee.

Electric Irons to Save World-Famous Painting

Ironing one of the most famous paintings of the world onto its supporting fabric with electric irons is an expedient to be employed, it is reported, in restoring and preserving the famous Sistine Madonna of the great Italian painter, Raffael, who died in 1520. This painting, now the chief treasure of the art museum in the German city of Dresden, shows the Madonna and Child, with a portrait of Pope Sixtus IV on one hand and one of Saint Barbara on the other. The painting also contains the famous Raffael cherubs which have been so much copied, even without the remainder of the picture. For some time the museum authorities have been concerned by the tendency of the paint of this irreplaceable work to scale off from

its attachment to the fabric behind it. The painting already has been restored on previous occasions; the colors having been cleaned and freshened and the loose paint fastened down with paste. These efforts having proved not permanent, it is now proposed to iron down the loose paint with carefully controlled electric heat, using special cementing materials which will be softened by the iron but will not damage the painting.

World's Fastest Machine Would Make Man Weigh 7,000 Tons

A device that increases the effective force of gravity over a hundred thousand times, so that an ordinary 150-pound man would weigh more than seven thousand tons has been described to the American Chemical Society by Dr. Theodor Svedberg and Mr. J. B. Nichols of the University of Upsala, Sweden. If a real man were exposed to the enormous force of this machine he would be mashed flat instantly by his own weight. The machine is a new type of rotating centrifuge, spinning at the record speed of more than forty thousand revolutions a minute. The force which it exerts is centrifugal force. Machines which spin at such enormous speeds as this not infrequently burst of their own accord, a result of the vast centrifugal forces set up inside the structure of the machine. This difficulty Dr. Svedberg and Mr. Nichols have managed to avoid by a special design. The machine is driven by an oil turbine. If run in air, it heats up instantly merely by air friction. In use it is spun in an atmosphere of hydrogen gas, which carries away the heat faster than air will do. The device has been used to study the effects of these enormous centrifugal forces on molecules in solution in water, on suspended droplets of oil or other substances and on the chemical behavior of the red coloring matter of the blood.

Physician Explains "Sandman"

Why sleepy children rub their eyes, was described recently before the Medical Society of London by Dr. Eustace M. Callender, of St. Agatha's Home. They respond, he said, to one of the first bodily effects of on-coming sleep. This is a decrease in the secretion of tears. The lessened flow of tears makes the eyes drier, so that they smart a little and feel gritty, hence the familiar nursery story of the "sandman." When one is actually asleep the flow of tears is still less. Dr. Callender proposed, also, a new theory of the cause of sleep, long a matter of dispute among physicians. Its essential is, he believes, fatigue of a nerve center in the lower part of the brain called the vasomotor center. This nerve center regulates the amount of blood in different parts of the body. Disturbances of its action may cause blushing or fainting, the latter being due to too little blood in the brain. A person falls asleep, Dr. Callender suggests, when fatigue of the vaso-motor nerve center allows the veins and arteries of the lower part of the body to expand, thus draining some of the blood out of the brain.

"If we are going to abandon inquiry by Congress into bureaucratic government, we might just as well abandon the principal functions of Congress and accept the theory of government now so popular in Washington—bureaucracy." — Senator Thomas J. Walsh of Montana.

EMPLOYEE STOCK OWNERSHIP: INVESTMENT OR SPECULATION?

(Continued from page 287)

investment, as long as they were outstanding, and when redeemed brought a lump sum of \$315. Regular and extra cash dividends on the increasing amounts of common stock have brought it about that income has fallen to the man who put in \$100 in 1919 as follows: 1920-1922, \$16 a year; 1923, \$51; 1924, \$71; 1925, \$101; 1926, \$160; 1927, \$250.

Losses Taken

Nearly all of the increases in value which have been mentioned came so steadily, or with so slight reactions, that there scarcely were times when any owner can have been frightened into selling, either at a loss or so as to miss all gain. But, of course, only those who have resisted all temptation to take profits at lower figures are in a position now to exult in the present high values. There are, however, several stocks in which considerable depressions followed the sales and well may have discouraged or frightened subscribers or owners. Air Reduction, which later has turned out so highly profitably, touched 30 in 1920 and 1921, after having been sold to employees in 1919 for \$50. Laurentide, which was sold for \$88 in 1923, sank to 80% in 1924, to 75 in 1925, and to 81½ in 1926. Mack Trucks, which was allotted to employees at \$50 in January, 1920, and at \$65 in the October following, was as low as 25½ in both 1921 and 1922, after sales at \$65. Even Montana Power, which was sold to employees at \$60 in January, 1920, and at \$52 later in the same year, sold in the open market as low as 47½ in 1920 and 43 in 1921.

The several Standard Oil plans perhaps are best examined here, since the earliest of them, the first New Jersey series, dates only from 1921. But they require special consideration, because of their somewhat peculiar character. Under them the employees engage to make with the company limited monthly deposits, usually for a term of five years, to which in each case the company adds half as much more and whatever interest may be earned upon the deposits. Then against the total funds thus made available the company issues from its treasury new shares at prices which are announced quarterly, semi-annually or annually in the different companies, never below par and usually at market quotations or some ten per cent lower. At the close of the prescribed time for the series the company delivers to subscribers such stock as may have been issued and held against the deposits and credits.

It is clear enough that, aside from any market fluctuations, the employee receives stocks worth something over half more than the amounts he has deposited; and, if the stock has risen in the market, his shares may be worth twice what he has put in, or even more. As some of the series have been completed and as their results have been announced in the company reports and in the press, the showings are quite impressive. Thus when the California series of 1921-26 matured, the company reported that employees had invested \$15,750,000 and the company had contributed \$7,750,000, while dividends on the stock and sales of rights had added \$2,300,000 more. The delivered stock was said to be worth \$28,000,000. Upon the completion of the first Indiana series in 1926 it was reported that stock worth \$25,350,000 was delivered to employees who had paid only \$11,800,000. Upon the completion of its first series, at the end of 1925, the New Jersey company reported the delivery of stock worth \$39,000,-

000 to employees who had deposited only \$18,490,425.

Impressive But Not Profitable

These figures are truly impressive. At least, they have impressed a great many people, employees not the least of all. And yet, upon even an ordinarily close examination, it may be seen that such purchases have not been very profitable, perhaps not profitable at all as a permanent settlement of investments.

In an initial word, it may be said that the obvious and attractive bonus is a reward for buying a stock which is not a good permanent investment for the employee. First of all, the Standard Oil stocks generally, like most other oil stocks, have not been appreciating during the period in which employees have been buying them, and while other stocks have been soaring. And the not very distant exhaustion of the world's oil resources and the peculiarly competitive manner in which they now are being exploited shortly may cast a shadow of permanent depreciation. In 1927 the Standard Oil Company of New York showed net earnings of only between 90 and 95 cents a share on its outstanding stock, not even covering its modest dividend requirement of \$1.60 a share. When allowances are made for the splitting up of shares and for stock dividends, it will be found that the Indiana company has appreciated comfortably. But the same cannot be said for any of the other Standard Oil companies. Without such individual specification as would yield a more clearly accurate account, it may be said that they have barely maintained their market position or have fallen off.

The more rigid fact is that the Standard Oil securities, like a great many of the other high-grade securities, are of a sort which no poor man can afford to hold. For sentimental reasons, or for others, their prices are high in the market, in comparison with the dividends which they pay, or, in other words, they yield but a small return upon the money which is tied up in them. This is clearest in the New Jersey company, whose present dividends Wall Street appears to consider assured of continuance. Quotations have been not far from 40 for some time, that is, \$40 for a share of \$25 par value, carrying a regular dividend of \$1.00 a year, or 2½ per cent of its market value. Even if the extra dividend of \$.50 a year which has been paid since December, 1926, be added, the net return upon cost is but 3½ per cent. Yet any employee, or other owner for whom high assured income is more important than market quotations on an unsalable security, would have not the least difficulty in shifting his investment to an entirely safe security which would yield him half as much again, or twice as much. But the Standard Oil Company of New Jersey will not allow its employees to sell more than a third part of their stock.

This case is not so clear, or so strong, for some of the other Standard Oil companies, of whose future dividends Wall Street appears not wholly assured, and whose stocks have fallen accordingly. But, on the other hand, in these companies employees have been buying a depreciating stock. Thus employees of the New York company were charged \$43 a share in 1924 and 1925 for a stock which now is ripening for them in the company's vaults with a present market value, after allowance for the stock dividend of 1926, of less than \$37.50.

Could Save More Himself

The ignored underlying fact as to the Standard Oil plan is that from the first

the employee's deposits are devoted to the purchase of these low-income securities. If he began by setting aside each month what he turns in to the company, letting it grow by interest at normal rates and by successive deposits, he would end his five years of saving with no Standard Oil stock, to be sure, but with a great deal more money than the corporation reports credit him with having paid, and more income therefrom.

However, for what it may signify, the fact remains indisputable that under the greater number of the ownership plans of recent origin employees, purchasing during the upward rush of the security market, have made gains, some small, some moderate, some large, some very large, some amazingly great.

If now a turn be made away from the many recent plans toward the fewer earlier ones, which should be more instructive, as having stood through bad times and normal ones as well as through prosperous ones, and toward the corporation which cannot simply point with pride to the gains of their employees, one is met by difficulties which are surprising, and sometimes no less suggestive. Some of the companies are kindness itself in supplying information.* Others are not. Some express the opinion that sales to employees are confidential transactions, in which the public can have no legitimate interest. Some—whose incomplete records I have—state that they have no plans. Some say that they have no records. Some cannot make out the meaning of the clearest English I can write. Others write in the most pleasing courtesy—and include nothing relevant. Others give equally pleasing assurances of later information—and forget them. Others make no replies whatever to repeated letters. Still, in the depths of early corporation reports, in the daily press and the trade journals, in other not inaccessible sources and, most of all, in the data which have been supplied so generously there are adequate bases for some provisional statements and conclusions.

With attention still focused upon the corporations whose stocks now stand higher than generally in the past, it may be said, all too briefly for a full understanding, that during the latest few years their experiences have been not unlike those which already have been sketched for the corporations with the more recent plans and that recent purchases by employees show gains, small, moderate or great. But in the earlier years there were different results.

Oldest Plan Viewed

In all the world there is not a stock purchase plan which bears more conclusive marks of entire good faith and purpose than that of the Illinois Central Railroad, which has been selling its common stock to its employees since 1896, and thus has the oldest of all the plans now operative in America. Yet, while its dividend rate never has fallen below the 5 per cent at which it stood in the earliest years and has made a fairly steady rise to 7 per cent which has held since 1916, the market value of the shares, always supplied at market figures, passed through a remarkable and prolonged decline, from a high of 184¼ in 1906 through a low of 116 in 1907 and then, after a moderate recovery, through a new low of 80¾ in 1920, to rise again to 139¾ in 1927. A very similar story is to be

*I should like to express publicly my gratitude to these companies. But, as most of their communications have been made under expressed or implied conditions of confidence, I dare not do so, lest it should be found, in the future if not now, that their identities are revealed, as identities so often are revealed under transparent coverings of formal anonymity.

told of the Great Northern Railway Company, whose stock has been taken by employees since 1900 at current market prices. In fact, declines not far different appear in nearly all American corporations in the pre-war years.

Even the Bell telephone companies, which, beyond any man's possible doubt, have one of the best plans—fairest, most liberal and least subtle—show an early period of prolonged decline below a purchase price. The New York Telephone Company has sold stock of the American Telephone and Telegraph Company, the parent company, since January 1, 1915, on standing offers at prices announced from time to time. The first figure was \$110, shortly replaced by \$118 March 1, 1916. These prices, like all later prices of this company, were well below the market of the times. The dividend, which had been \$8 a year since 1906, was raised to \$9 July 15, 1921, and since then has continued at that figure. But from a high of 153½ in 1915 and 134½ in 1916, the stock fell to a low of 95¼ in 1917, 90% in 1918, 92½ in 1920 and 95% in 1921. The later rise has been strong, to a high of 185½ for 1927 and a final of 178% for the year.

Somewhat different, but more instructive, is the story of the United States Rubber Company, which began to sell its common stock to its employees in 1912 and for some years sold at not excessive prices, \$45 in 1912, \$65 in 1913, \$60 in 1914 and \$50 in 1916. But it followed the prices of goods and securities too closely upward during the post-armistice boom, setting its figure at \$100 for 1920. Its dividends ceased with April 30, 1921, and quotations for the stock slumped to a low of 22½ in 1924 but rose again as high as 67½ in 1927. It has since gone off to 54.

Coal Dividends Cease

The preferred stock of the Pittsburgh Coal Company has been supplied through the Pittsburgh Coal Company Employees' Association since 1900. Dividends, which had been suspended before, from April, 1905, till January, 1910, ceased again January 25, 1926. The stock fell from a high of 99¼ in 1901 on down through seven years to a low of 37 in 1908. Later it rose, closing the year 1927 at 90.

Particularly instructive are the experience of some of the other rubber companies, with their wide extremes of costs, business and profits. The Firestone Tire and Rubber Company made its first general offer of its common stock in 1917 at \$100; and since 1921 "each employee at time of hiring is given the privilege of purchasing two shares of the common stock at \$100 per share." Dividends stopped with January, 1921. The stock has moved widely, having stood at 205 in 1919 and at 200 in 1920, it fell to 69¼ in the latter year and to 48 in 1922. Then it rose again, with better business, and after the resumption of dividends in 1924 it mounted again, going up to 235 in 1927.

For the Goodyear Tire and Rubber Company there is direct testimony as to the effects of such depreciations of purchased stock which is of quite peculiar value, as coming from the company itself. The sale of the common stock was begun in 1915 at \$100. For the rest, let the company speak: "In 1919 the company put out another issue of preferred stock, paying seven per cent. A definite block of this stock was set aside for sale to employees at par, on deferred payments. The subscriptions were limited to 20 shares to each man. A selling campaign was put on, with a limited time in which to subscribe. This issue of stock was largely subscribed. About 90 per cent of the employees went into it. The stock never went above par. During the business depression

it fell to 20. In August, 1923, it stood at about 50. It paid no dividends after October, 1920, but the company has made good its pledge regarding the \$3 bonus. Total subscriptions to this stock by employees amounted to about \$1,500,000. When the slump came, those who had completed their payments and received their stock had to take their chances. Probably more than half of these still hold their stock. Those who had not completed their payments generally took advantage of their right to withdraw and got their money back." * In an inquiry as to alleged illegal profits in financing the Company, Mr. E. G. Wilmer, who was president in 1921, testified in March, 1927: "Day in and day out the executive officers of Goodyear were harassed and pressed by the problems of employees who had purchased common stock and other securities on the company's plan, whose financial distress, sometimes coupled with unemployment, was the sort of thing very few of us cared to face." With better business conditions, the stock rose again, until, upon the resumption of dividends in April, 1925, it stood between 90 and 100. It continued to rise until, in May, 1927, it was replaced by a larger amount of new stock given in settlement for the accumulated arrears of dividends.

U. S. Steel Hides Secrets

Any account of the long-established plans would be lacking if it made no reference to the United States Steel Corporation, which has sold large amounts of its stock to its employees at announced prices each year, save 1915, since 1903. The work of this company has been so conspicuous and so much discussed that, in spite of the reticence of its officials, fairly adequate data are available for a general understanding of most of the financial results for such employees as have completed their instalments and received their certificates. Certain questions, it is true, are involved in obscurity. It would be interesting to know what amounts the corporation has gained, as well it might gain, by buying stocks at the recurrent lower prices to cover contracts earlier made with employees at higher figures, and what sums have been abandoned to the corporation by withdrawing or disappearing subscribers, as so many savings bank deposits are abandoned and as persons of better financial knowledge than the employees of the steel corporation fail to present their called bonds. But the answers to these and other pertinent questions are locked in the archives of the corporation.

In general, it goes without saying that recent purchasers of the common stock, the only kind sold since 1914, have fared extremely well, sharing the well-known prosperity of the company. Nor will any purchaser be found who has retained his shares from the first and is now without profits, this even without counting the large temporary bonuses which the company has paid. More than that, the general stock market recessions which followed the panic of 1907 and the depressions of 1920 affected the securities of the corporation rather less than some others.

But there have been alarming declines, both temporary and protracted. An early drop in the preferred stock, the only kind sold before 1909, from a high of 101% in 1901 to 49% in 1903 and 51¼ in 1904, appeared so serious that in 1904 the corporation agreed to buy back at the subscription price all shares of the earliest subscribers who would persist to the end in 1908 with their instalments. Moreover, so closely has the corporation followed the market in its

announcements of prices that only in 1905 did the preferred stock fail to drop within the year below the selling price. And there has been never a year in which the quotations for the common shares did not fall below the announced price.

Through the purchase, therefore, of stocks which, in the broadest way of speaking, may be said to have risen since sales were begun, there have been for the employees gains, all the way from paltry to stupendous, but gains interspersed with losses, all the way from paltry to disastrous.

Quite different, naturally, have been the results in the corporations whose stocks have fallen since the sales began, fallen even through this latest great upward surge of the stock market. The unhappy story of these must be told here briefly and incompletely; and it may be told without the formal distinction of earlier and later plans.

Staggering Losses Taken

Of preferred stocks there are not many which have turned out badly. Let this be noted duly. Employees of Armour and Company first in 1923 were granted the privilege of buying the preferred stocks of the Illinois and Delaware companies at exactly or approximately current market prices. Since then the market courses of both stocks have been downward. But, as the company retarded and finally quite halted sales, no great harm has been done, especially as dividends have been maintained and as quotations now are looking up again. The American La France Fire Engine Company, before its merger into American La France and Foamite, sold its preferred stock each year from 1920 to 1925 at about par, \$100, the last sale, September 1, 1925, being at a price which amounted to \$95 net. Dividends at seven per cent were maintained through October 1, 1927, when they ceased. Notwithstanding the increasing uncertainty of dividends, the stock maintained itself fairly well in the market, entering 1927 at 90%. But, as uncertainty increased and as the dividends finally ceased, prices sank closing the year at 60%.

Naturally, it is in the common stocks that the worst appears, as also the best. Not unnaturally, too, it is here that the corporations have not issued releases to the press so often as where employees' gains were to be shown, and now are least responsive to inquiries, or most forgetful; so that it is not yet possible to tell anything at all about some of the worse, and the worst.

In 1923 the United Alloy Steel Corporation—Central Alloy Steel since 1926—began to sell its common stock to its employees at market cost, with a bonus of \$3 a year as long as regular dividends might be paid to stockholders generally. The market ranged in that year from 29 to 39½. Dividends were suspended from April, 1924, and were resumed in January, 1926. In 1927 the stock moved between 24 and 33.

The Standard Oil Company of Nebraska has been carrying a typical Standard Oil five-year plan since May 1, 1925, with prices to be announced semi-annually at close to the market. If quotations for the \$100 stock of 1925 be reduced for correct comparison with present \$25 shares, the range for 1925 was from 67½ to 57¼; in 1927 it was from 49½ to 40.

The common stock of the Fisk Rubber Company was sold to employees prior to 1922 at \$25 a share. It has paid no dividends since October 1, 1920. In 1927 it moved between 20 and 14%, closing the year at 16%.

In 1918 the American Sugar Refining Company began selling its common stock

*Circular of 1925.

to its employees at market cost. The stock which ranged between 98 and 116 in 1918 and rose to 148½ in 1919, fell to from 61½ to 36 in 1924, since rising to from 65¼ to 99½ in 1927 and closing at 77½. It closed at 57 February 14, 1928.

April 1, 1925, the Long-Bell Lumber Company offered its class A no par common stock at \$49.86. Dividends at \$4 a year ceased September 30, 1927. The stock closed the year at 26½.

The Pacific Mills Company offered its stock May 1, 1923, shortly after a stock dividend of 100 per cent, at \$91 and again June 1, 1925, at \$60. Dividends at \$6 a year were paid through 1924; December 1, 1925, \$7.75 was paid, making \$3.75 for that year. None has been paid since. From a high of 102 in 1923 the stock has fallen rapidly, to 50 in 1925 and to 35½ in 1927.

Beginning with 1917, the Midvale Steel and Ordnance Company sold stock to its employees for five successive years, at \$50 in 1920 and at \$35 in 1921. Dividends, which had been running at \$6 a year, then at \$4 for a while, ceased with the payment of \$.50 in February, 1921. Stockholders voted March 12, 1928, to combine with the Bethlehem Steel Corporation. The stock fell from a high of 52¼ in 1920 to 29½ in that same year and to 21½ in 1923.

In October, 1920, the Trumbull Steel Company offered its stock, recently reduced from \$100 par to \$25, at \$27.50. Dividends ceased with \$1.05 in 1925. The stock fell with a fair steadiness from a high of 24¼ in 1921 to a low of 7½ in 1925, rising again to 11¼ at the close of 1927.

December 10, 1918, employees of the Kelly-Springfield Tire Company were allowed the privilege of taking stock at \$51.93, the dividend rate being \$1 a year and the company promising a bonus of equal amount. Dividends ceased with February 1, 1921. The stock, having risen to 164 in 1919, sagged and dropped to from 21½ to 9 in 1926. It closed the year, 1927, at 26 and now is 20½.

Employees Congratulated, Then Lose

In 1920 the directors of the American Woolen Company deemed it opportune to grant its employees "an opportunity to become financially interested in its ownership. It was felt that this would be a guaranty of the continuance and furtherance of the existing conditions of mutual understanding and loyalty—and a well-deserved recognition of their co-operation with the management in meeting the difficulties and hardships of the past year." Accordingly, May 13, 1921, the company tendered employees the privilege of subscribing for a limited amount of the common stock at \$66.50 a share, having previously declared that it had a book value of over \$200 a share. In his report for that year President Wood congratulated the 13,000 employees who had subscribed upon their good fortune in securing the stock and expressed his conviction that a mutual strengthening had been accomplished. Dividends, which had been running at \$7 a year, ceased with July, 1924. The stock sank in the market to 19 in 1926 and to 16½ in 1927, when dividends on the preferred stock were suspended. It since has risen above 20.

The Electric Refrigeration Corporation, organized December 16, 1925, promptly offered its stock to its employees in the following July at \$70. It paid stock dividends of 3¼ per cent in 1926 and four quarterly cash dividends of \$.50, the last in February, 1927. The stock has fallen from 91½ in 1925 and 78½ in 1926 to 5¼ in 1927.

In 1919 President Stafford of the Cleve-

land Worsted Mills wrote the National Civic Federation that sales of his \$100 stock to employees at par had gone slowly in earlier years but that "now we have hundreds of our employees as owners of the stock and more are applying month by month." Dividends, which had been higher, were reduced to \$4 for 1922 and 1923, and ceased with \$1 in March, 1924. The stock has fallen, with occasional rallies, from 162 in 1917 to 22 in 1927.

The press of December 1, 1921, reported employees' subscriptions for 70,000 shares of the common stock of the Pierce Oil Corporation, which in 1924 was transmuted into the Pierce Petroleum Corporation, under a Delaware charter. The successor company makes no reply to questions as to the subscription price. However, the stock sold at 13½ in the market of December, 1921. It sank to fifty cents in 1927.

In May of 1920 the Hydraulic Pressed Steel Company granted its employees the privilege of securing 75,000 shares of the common stock at \$40; and subscription was recommended highly by the house organ, the *Hydraulic Press* of that month. Later the business of the corporation was taken over by the Hydraulic Steel Company, organized in 1919 for that purpose; and the new company was placed in receivership October 26, 1923, having paid no dividends on its common stock since 1920. The stock fell from \$18 in 1919 to fifty cents in 1923, when it appears to have vanished from the market.

"When she was good, she was very, very good;
But when she was bad, she was horrid."

Speculation of Extreme Sort

Quite enough already has been said to indicate the character of the promoted purchase of stocks by employees. Broadly speaking of it as a whole, it is not at all investment, but speculation, and speculation of an extremely venturesome sort. Distinctions are to be made, of course, but, taken altogether, the purchases must be characterized as speculation. That is what many American and foreign employers have said expressly in declining to join the much advertised sales movement. Nothing would be easier than to fill pages of this JOURNAL with condemnations of it by employers, some of them known throughout the nation. Beyond question it is speculation. That is what the vast majority of American employers appear to declare by holding themselves aloof from it. That is what many experienced employers show it to be in their reports of employees' ready sales both on rises and on declines. Indeed, the speculative character of it—so clearly manifest in the foregoing sketch of facts, and exhibited most strikingly by graphs for the several companies—is recognized by nearly all employers who have had to do with it and who attempt to turn it into permanent investment by restrictions on resales. The understanding of the employees themselves is shown clearly enough by their promptness to sell and by their preference for the more active and speculative common stocks, when an option of common stocks or preferred is given.

Some hundreds of securities have been offered to employees, many of them with strongly expressed or implied recommendations as investments. Yet there are not as many scores which have had at the times of the offers, or now have, any good investment standing with the rating bureaus or with conservative investment bankers. Let the doubter submit a chance list of a hundred to any reputable investment adviser.

No Chance at Bonds

The first distinction to be made, of course, is between common shares and preferred.

Bonds, the first choice of the employer for his own investments or for those of his friends, are offered so rarely as to be quite negligible here. In fact, there are only three or four, those in the General Electric Company being the only well known ones.

If there had been space here for a fuller examination of the preferred stocks, it would have been seen that not a few of those showed such depreciation after 1907 and 1920 as well may have frightened timid holders into panic sales at a loss. But generally they must be left without further consideration here, as having proved themselves either good or not very bad. Even at present high prices many of them are eligible for the employee who really wishes to invest. Although the Hercules Powder Company is offering its 7 per cent preferred shares at 116 for 1928, even at that figure they yield a trifle over six per cent. And the Bethlehem Steel Corporation is offering its stock of the same dividend rate at 120, quite the high figure for 1927, but even so the yield will be more than 5.8 per cent. And not even the staunchest of seasoned investment securities can be expected to go through such times as 1907 and 1920 without wavering.

The common stocks are the ones which carry the greatest perils for employee purchasers. But even among these there are some which, for one reason or another of quite different sort, may be regarded as entitled to investment standing. A few are so well known as fully established and fortified that there can be no impropriety in naming them. Only a timid man will fear for his dividends from American Telephone and Telegraph, National Lead, United States Steel, or a number of others which might be mentioned.

The first danger to be recognized here is that common stock may be bought on the basis of known or supposed conditions of the optimistic present which are either temporary or merely fancied. Similar dangers long have been understood by conservative employers. So the Atlas and Hercules powder companies, whose preferred shares have shown themselves to be fine investments for employees, suspended sales of their common stocks during their war-time booms. Other companies have done likewise. In fact, it is not to be doubted that the less frequency of offerings for a year or so is due to the belief of some employers that stocks should not be sold to employees at present high prices.

Other employers, however, continue to sell. And among these, whether in common stocks or in preferred, a well-defined difference in price policy is to be detected. Of course, those who sell at the market, or at some specified small abatement from the market, are following the upward swing of prices closely. So, too, are those who announce definite figures at or near the market, as Bethlehem Steel, offering the preferred in 1928 at 120, the high of 1927, or Air Reduction, announcing 177 for its common in 1927, much nearer the year's high of 199½ than the low of 134½. Some adopt a more cautious policy, which appears to imply an opinion as to the future course of the stock market. Thus the New York Telephone Company has kept the price for its limited offerings at 130 since November 1, 1926, while the market was as high as 185½ in 1927 and never lower than 149½. The stock of the United Fruit Company and the preferred American Tobacco and Atlas Powder also were offered in 1927 at figures to which the market did not descend.

The exposure of the purchasing employee to the violence of market fluctuations under the former policy is evident. The Air Reduction Company undoubtedly is strong, having neither bonds nor preferred stock ahead of its common. But it is a serious undertak-

*Annual Report, 1920. Commercial and Financial Chronicle, 112:946.

ing in any company to burden one's future with a series of payments for a five per cent common stock bought now at \$177 a share.

Losses Bring Tragedy

It remains true that the larger number of the workmen who have speculated in their employer's stocks within the last few years have made gains; but it remains equally true that no small number have made losses, even disastrous ones. And in these tens of thousands of losses there have been many painful sacrifices for man, wife and children, even to tragedy itself. Here alone is reason enough for condemning promoted employee stock ownership. The greater number of those who go to war return, safe and sound. But we do not, on that account, proclaim warfare a safe and healthful activity.

But there is more. The tendency of their purchase of employers' stock to arouse in the employees an interest in the stock market has been noted by a number. Even Mr. R. M. Easley of the National Civic Federation writes to this effect in the report of the federation on profit-sharing. "Another very serious objection which is made to stock participation is that the men, for the first time in their lives, begin to watch the stock market, and this is regarded by many as not a very wholesome habit. Following the market leads to taking a flyer and that generally leads to taking a loss.* Few have failed to note the increasing disposition of small men to take a flyer, to 'play in the street,' which has brought brokers' offices and stock tickers into the smallest cities, and which is stimulated in workmen by oft-told stories of gains through the purchase of stocks under the employers' plans. The stories of the losses ought to be told also.

It is true that most employers who have noted this stimulus to general stock speculation appear to regret it, as doubtless the responsible heads of the mining companies regret the explosions in their mines. But in this matter, as in everything involved in promoting employee stock purchases, there is the greatest diversity of feeling. "More than \$17,000,000 of stock of the—Company is owned by employees of the concern here, the company reports. The stock is held by men of all grades of work. The company has stock tickers in its office and reports from the curb are carried into the factory."* As if a railroad company were to prepare a foot-path between its rails.

Employers know all of this. Most of them know that the purchase of their own stocks, especially the common stocks, is the sheerest speculation. They know that tens of thousands of employees have been led into crushing losses and that any such reversal of the stock market as always in the past has followed a prolonged upward movement must bring crushing losses to other tens of thousands who now appear to have a paper profit. Why, then, do so many persist in offering their stocks? That is another story, involving many "a bit of psychology," as one of their number called it, in describing his own procedure.

*P. 266.

*New York Times dispatch, March 26, 1927.

"The power of the judiciary has been steadily creeping and growing until today it has established itself a super-government answerable and responsible to no one. . . . I submit it was the intention of the framers of the Constitution that the Federal courts should dispense justice and should not be made the adding machines of greedy corporations." — Representative Fiorello La Guardia of New York.

CHURCH REPORT OF COAL SHOULD CHEER MINERS

(Continued from page 293)

members. Valuable tables of figures are shown, comparing the earnings of miners in union and non-union mines, and the report declares:

"In general, it is evident that the tonnage workers in the non-union states worked a greater number of days at less wages per day to earn, in some cases, considerably less than the union tonnage workers. The same is true of the day workers." This is a point that union miners have stressed in contending against the argument of some operators that it would be better to work at a smaller rate but with steadier employment (more days per year). The miners say that with a lower rate a living wage could not be maintained, since production is already so high that mining operations could not be profitably increased.

Treating briefly of the union's charge that railroads, industrial companies, banks, and politicians have conspired to break the United Mine Workers the report mentions the efforts of the railroads to beat down the price of coal.

"But the union claims that the railroads do not stop at the point of seeking the lowest possible prices. In the statement which it made to the Senate Committee on Interstate Commerce, January 17, 1928, it claimed to have evidence that the railroads definitely interfere in the labor policy of the producers of coal. The union cites instances in which railroads refused to buy coal of operators who deal with the union and other instances in which operators were told they could get the railroad business, if they operated their mines on a non-union basis."

The economic disorder in the coal fields has proved the ruin of whole communities, bankers, merchants, professional people and railroad workers feeling keenly the withdrawal of the miners' earnings. State police paid by the operators have incited violence and disorder. Relief work has taxed the resources of charitable organizations willing to help. Church and social life has been disrupted, and in this connection the report mentions affidavits of pastors who were forced from their pulpits because of their sympathy with their miner congregations.

In summing up, the council's report condemns:

The coal and iron police system.

Faulty administration of law.

The principle of company housing—"domicile should be independent of employment."

Use of unjust injunctions.

Denial of the right of collective bargaining. "The employees should have the right to organize and bargain collectively in every coal district and the employers should be brought to a realization of the need of conceding that right as a means of eliminating cut-throat competition."

But on the other hand, the report calls on the union to abandon the Jacksonville scale, if necessary, and to throw its whole force into organizing the non-union field. This, coupled with confidence and a friendly understanding between operators and miners and a frank presentation by the operators of the financial data upon which they base their contention that the union scale is prohibitive, will offer a way out of the darkness, the council believes. In other words, the fullest cooperation of the entire industry, operators and miners, union and non-union, is necessary; they must all climb out of the pit together.

Explorers Dye River Bright Green

A whole river dyed bright green, like a flood of liquid grass, was an unusual spectacle in Staffordshire, England, recently while the Reverend G. H. Wilson, of the town of Bakewell, was attempting to solve the mystery of the underground course of a stream named the Hamps River. This stream disappears underground into caverns which have never been explored and are presumably unexplorable because filled with water. Where the river emerges, if at all, is unknown, although some large springs six miles away have been suspected by the country people as the exit of the lost waters. The green color of the stream was produced by an artificial dye added by the experimenters in the hope that this color would emerge at whatever outlet really belonged to the stream, thus answering the question of its underground route. This method of dyeing a river to solve the problem of its undiscovered course underground has been applied successfully in previous instances to smaller streams. The recent experiment on the Hamps failed. The suspected springs remained untinted with green and the river is still "lost," as well as many pounds of expensive dyestuff. The test will be made again and all possible outlets for the dyed water will be watched. Meanwhile, although the dye used is not poisonous to them, the fish in the stream are doubtless enjoying bright green sitting rooms along the river's bottom and perhaps bright green skins for themselves.

DEATH CLAIMS PAID FROM MAY 1, 1928, INC., MAY 31, 1928

Local	Name	Amount
9	J. L. Collins	\$1,000.00
3	J. L. Reilly	1,000.00
52	Chas. S. Griggs	1,000.00
817	Brian MacMenamin	300.00
134	J. B. Johnson	300.00
134	Chas. Salstrom	1,000.00
134	Richard J. Cummings	1,000.00
3	W. A. Fischer	650.00
134	Michael O'Day	1,000.00
309	P. H. Kastning	300.00
134	John Fries	1,000.00
79	Frank Whalen	254.00
400	Major A. Barth	1,000.00
3	D. J. Griffin	1,000.00
3	Walter Koon	825.00
58	F. C. Henrickson	1,000.00
134	R. J. Ruttle	1,000.00
396	Geo. E. Thompson	1,000.00

\$14,629.00

Total claims paid from May 1 including May 31, 1928 \$ 14,629.00

Totals claims previously paid 1,307,444.44

Total claims paid \$1,322,073.44

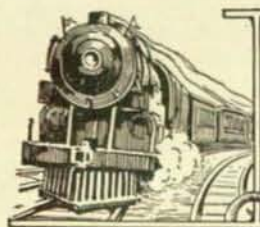
NOTE: The total of claims previously paid as shown above is \$350.00 less than total amount in May, 1928, issue. Through a clerical error the claim of Brother Frederick Anthes was listed as \$1,000.00 instead of \$650.00 in death claims.

LOCAL SECRETARIES



Here's a prize that will add interest and inject enthusiasm into your next organization campaign—every Brother wants one. A handsome finger ring in 14-karat green and white gold, with the I. B. E. W. "Lightning Bolt"—priced

\$10



The OCTOPUS

BY FRANK NORRIS



"Nothing in the world, Bill."

One of the sack sewers interposed:

"For the last half hour we've been throwing off three bags to the minute."

"That's good, that's good."

It was more than good; it was "bonanza," and all that division of the great ranch was thick with just such wonderful wheat. Never had Los Muertos been more generous, never a season more successful. S. Behrman drew a long breath of satisfaction. He knew just how great was his share in the lands which had just been absorbed by the corporation he served, just how many thousands of bushels of this marvellous crop were his property. Through all these years of confusion, bickerings, open hostility and, at last, actual warfare he had waited, nursing his patience, calm with the firm assurance of ultimate success. The end, at length, had come; he had entered into his reward and saw himself at last installed in the place he had so long, so silently coveted; saw himself chief of a principality, the Master of the Wheat.

The sprocket adjusted, the engineer called up the gang and the men took their places. The fireman stoked vigorously, the two sack sewers resumed their posts on the sacking platform, putting on the goggles that kept the chaff from their eyes. The separator-man and header-man gripped their levers.

The harvester, shooting a column of thick smoke straight upward, vibrating to the top of the stack, hissed, clanked, and lurched forward. Instantly, motion sprang to life in all its component parts; the header knives, cutting a thirty-six foot swath, gnashed like teeth; beltings slid and moved like smooth flowing streams; the separator whirled, the agitator jarred and crashed; cylinders, augers, fans, seeders and elevators, drapers and chaff-carriers clattered, rumbled, buzzed, and clanged. The steam hissed and rasped; the ground reverberated a hollow note, and the thousands upon thousands of wheat stalks sliced and slashed in the clashing shears of the header, rattled like dry rushes in a hurricane, as they fell inward, and were caught up by an endless belt, to disappear into the bowels of the vast brute that devoured them.

It was that and no less. It was the feeding of some prodigious monster, insatiable, with iron teeth, gnashing and threshing into the fields of standing wheat; devouring always, never gluttoned, never satiated, swallowing an entire harvest, snarling and slobbering in a welter of warm vapor, acrid smoke, and blinding, pungent clouds of chaff. It moved belly-deep in the standing grain, a hippopotamus, half-mired in river ooze, gorging rushes, snorting, sweating; a dinosaur wallowing through thick, hot grasses, floundering there, crouching, grovelling there as its vast jaws crushed and tore, and its enormous gullet swallowed, incessant, ravenous, and inordinate.

S. Behrman, very much amused, changed places with one of the sack sewers, allowing him to hold his horse while he mounted the sacking platform and took his place. The

trepidation and jostling of the machine shook him till his teeth chattered in his head. His ears were shocked and assaulted by a myriad-tongued clamour, clashing steel, straining belts, jarring woodwork, while the impalpable chaff powder from the separators settled like dust in his hair, his ears, eyes, and mouth.

Directly in front of where he sat on the platform was the chute from the cleaner, and from this into the mouth of a half-full sack spouted an unending gush of grain, winnowed, cleaned, threshed, ready for the mill.

The pour from the chute of the cleaner had for S. Behrman an immense satisfaction. Without an instant's pause, a thick rivulet of wheat rolled and dashed tumultuously into the sack. In half a minute—sometimes in twenty seconds—the sack was full, was passed over to the second sewer, the mouth reeved up, and the sack dumped out upon the ground, to be picked up by the wagons and hauled to the railroad.

S. Behrman, hypnotised, sat watching that river of grain. All that shrieking, bellowing machinery, all that gigantic organism, all the months of labor, the ploughing, the panting, the prayers for rain, the years of preparation, the heartaches, the anxiety, the foresight, all the whole business of the ranch, the work of horses, of steam, of men and boys, looked to this spot—the grain chute from the harvester into the sacks. Its volume was the index of failure or success, of riches or poverty. And at this point, the labor of the rancher ended. Here, at the lip of the chute, he parted company with his grain, and from here the wheat streamed forth to feed the world. The yawning mouths of the sacks might well stand for the unnumbered mouths of the people, all agape for food; and here, into these sacks, at first so lean, so flaccid, attenuated like starved stomachs, rushed the living stream of food, insistent, interminable, filling the empty, fattening the shrivelled, making it sleek and heavy and solid.

Half an hour later, the harvester stopped again. The men on the sacking platform had used up all the sacks. But S. Behrman's foreman, a new man on Los Muertos, put in an appearance with the report that the wagon bringing a fresh supply was approaching.

"How is the grain elevator at Port Costa getting on, sir?"

"Finished," replied S. Behrman.

The new master of Los Muertos had decided upon accumulating his grain in bulk in a great elevator at the tide-water port, where the grain ships for Liverpool and the East took on their cargoes. To this end, he had bought and greatly enlarged a building at Port Costa, that was already in use for that purpose, and to this elevator all the crop of Los Muertos was to be carried. The P. and S. W. made S. Behrman a special rate.

"By the way," said S. Behrman to his superintendent, "we're in luck. Fallon's

buyer was in Bonneville yesterday. He's buying for Fallon and for Holt, too. I happened to run into him, and I've sold a ship load."

"A ship load!"

"Of Los Muertos wheat. He's acting for some Indian Famine Relief Committee—lot of women people up in the city—and wanted a whole cargo. I made a deal with him. There's about fifty thousand tons of disengaged shipping in San Francisco Bay right now, and ships are fighting for charters. I wired McKissick and got a long distance telephone from him this morning. He got me a barque, the 'Swanhilda.' She'll dock day after tomorrow, and begin loading."

"Hadn't I better take a run up," observed the superintendent, "and keep an eye on things?"

"No," answered S. Behrman, "I want you to stop down here, and see that those carpenters hustle the work in the ranch house. Derrick will be out by then. You see this deal is peculiar. I'm not selling to any middleman—not to Fallon's buyer. He only put me on to the thing. I'm acting direct with these women people, and I've got to have some hand in shipping this stuff myself. But I made my selling figure cover the price of a charter. It's a queer, mixed-up deal, and I don't fancy it much, but there's boodle in it. I'll go to Port Costa myself."

A little later on in the day, when S. Behrman had satisfied himself that his harvesting was going forward favorably, he reentered his buggy and driving to the County Road turned southward towards the Los Muertos ranch house. He had not gone far, however, before he became aware of a familiar figure on horseback, jogging slowly along ahead of him. He recognized Presley; he shook the reins over his horse's back and very soon ranging up by the side of the young man passed the time of day with him.

"Well, what brings you down here again, Mr. Presley?" he observed. "I thought we had seen the last of you."

"I came down to say good-bye to my friends," answered Presley shortly.

"Going away?"

"Yes—to India."

"Well, upon my word. For your health, hey?"

"Yes."

"You look knocked up," asserted the other. "By the way," he added, "I suppose you've heard the news?"

Presley shrank a little. Of late the reports of disasters had followed so swiftly upon one another that he had begun to tremble and to quail at every unexpected bit of information.

"What news do you mean?" he asked.

"About Dyke. He has been convicted. The judge sentenced him for life."

For life! Riding on by the side of this man through the ranches by the County Road, Presley repeated these words to himself till the full effect of them burst at last upon him.

Jailed for life! No outlook. No hope for the future. Day after day, year after year, to tread the rounds of the same gloomy monotony. He saw the grey stone walls, the iron doors; the flagging of the "yard" bare of grass or trees—the cell, narrow, bald, cheerless; the prison garb, the prison fare, and round all the grim granite of insuperable barriers, shutting out the world, shutting in the man with outcasts, with the pariah dogs of society, thieves, murderers, men below the beasts, lost to all decency, drugged with opium, utter reprobates. To this, Dyke had been brought; Dyke, than whom no man had been more honest, more courageous, more jovial. This was the end of him, a prison; this was his final estate, a criminal.

Presley found an excuse for riding on, leaving S. Behrman behind him. He did not stop at Caraher's saloon, for the heat of his rage had long since begun to cool, and dispassionately, he saw things in their true light. For all the tragedy of his wife's death, Caraher was none the less an evil influence among the ranchers, an influence that worked only to the inciting of crime. Unwilling to venture himself, to risk his own life, the anarchist saloon-keeper had goaded Dyke and Presley both to murder; a bad man, a plague spot in the world of the ranchers, poisoning the farmers' bodies with alcohol and their minds with discontent.

At last, Presley arrived at the ranch house of Los Muertos. The place was silent; the grass on the lawn was half dead and over a foot high; the beginnings of weeds showed here and there in the driveway. He tied his horse to a ring in the trunk of one of the larger eucalyptus trees and entered the house.

Mrs. Derrick met him in the dining-room. The old look of uneasiness, almost of terror, had gone from her wide-open brown eyes. There was in them instead, the expression of one to whom a contingency, long dreaded, has arrived and passed. The stolidity of a settled grief, of an irreparable calamity, of a despair from which there was no escape was in her look, her manner, her voice. She was listless, apathetic, calm with the calmness of a woman who knows she can suffer no further.

"We are going away," she told Presley, as the two sat down at opposite ends of the dining table. "Just Magnus and myself—all there is left of us. There is very little money left; Magnus can hardly take care of himself, to say nothing of me. I must look after him now. We are going to Marysville."

"Why there?"

"You see," she explained, "it happens that my old place is vacant in the seminary there. I am going back to teach—literature." She smiled wearily. "It is beginning all over again, isn't it? Only there is nothing to look forward to now. Magnus is an old man already, and I must take care of him."

"He will go with you, then," Presley said, "that will be some comfort to you at least."

"I don't know," she said slowly, "you have not seen Magnus lately."

"Is he—how do you mean? Isn't he any better?"

"Would you like to see him? He is in the office. You can go right in."

Presley rose. He hesitated a moment, then:

"Mrs. Annixter," he asked, "Hilma—is she still with you? I should like to see her before I go."

"Go in and see Magnus," said Mrs. Derrick. "I will tell her you are here."

Presley stepped across the stone-paved hallway with the glass roof, and after knocking three times at the office door, pushed it open and entered.

Magnus sat in the chair before the desk and did not look up as Presley entered. He

had the appearance of a man nearer eighty than sixty. All the old-time erectness was broken and bent. It was as though the muscles that once had held the back rigid, the chin high, had softened and stretched. A certain fatness, the obesity of inertia, hung heavy around the hips and abdomen, the eye was watery and vague, the cheeks and chin unshaven and unkempt, the grey hair had lost its forward curl towards the temples and hung thin and ragged around the ears. The hawk-like nose seemed hooked to meet the chin; the lips were slack, the mouth half-opened.

Where once the Governor had been a model of neatness in his dress, the frock coat buttoned, the linen clean, he now sat in his shirt sleeves, the waistcoat open and showing the soiled shirt. His hands were stained with ink, and these, the only members of his body that yet appeared to retain their activity, were busy with a great pile of papers,—oblong, legal documents, that littered the table before him. Without a moment's cessation, these hands of the Governor's came and went among the papers, deft, nimble, dexterous.

Magnus was sorting papers. From the heap upon his left hand he selected a document, opened it, glanced over it, then tied it carefully, and laid it away upon a second pile on his right hand. When all the papers were in one pile, he reversed the process, taking from his right hand to place upon his left, then back from left to right again, then once more from right to left. He spoke no word, he sat absolutely still, even his eyes did not move, only his hands, swift, nervous, agitated, seemed alive.

"Why, how are you, Governor?" said Presley coming forward. Magnus turned slowly about and looked at him and at the hand in which he shook his own.

"Ah," he said at length, "Presley . . . yes."

Then his glance fell, and he looked aimlessly about upon the floor.

"I've come to say good-bye, Governor," continued Presley, "I'm going away."

"Going away . . . yes, why it's Presley. Good-day, Presley."

"Good-day, Governor. I'm going away. I've come to say good-bye."

"Good-bye?" Magnus bent his brows, "what are you saying good-bye for?"

"I'm going away, sir."

The governor did not answer. Staring at the ledge of the desk, he seemed lost in thought. There was a long silence. Then, at length, Presley said:

"How are you getting on, Governor?"

Magnus looked up slowly.

"Why it's Presley," he said. "How do you do, Presley."

"Are you getting on all right, sir?"

"Yes," said Magnus after a while, "yes, all right. I am going away. I've come to say good-bye. No—" He interrupted himself with a deprecatory smile, "you said that, didn't you?"

"Well, you are going away, too, your wife tells me."

"Yes, I'm going away. I can't stay on . . ." he hesitated a long time, groping for the right word, "I can't stay on—what's the name of this place?"

"Los Muertos," put in Presley.

"No, it isn't. Yes, it is, too, that's right, Los Muertos. I didn't know where my memory has gone of late."

"Well, I hope you will be better soon, Governor."

As Presley spoke the words, S. Behrman entered the room and the Governor sprang up with unexpected agility and stood against the wall, drawing one long breath after another, watching the railroad agent with intent eyes.

S. Behrman, saluted both men affably and

sat down near the desk, drawing the links of his heavy watch chain through his fat fingers.

"There wasn't anybody outside when I knocked, but I heard your voice in here, Governor, so I came right in. I wanted to ask you, Governor, if my carpenters can begin work in here day after tomorrow. I want to take down that partition there, and throw this room and the next into one. I guess that will be O. K., won't it? You'll be out of here by then, won't you?"

There was no vagueness about Magnus's speech or manner now. There was that same alertness in his demeanor that one sees in a tamed lion in the presence of its trainer.

"Yes, yes," he said quickly, "you can send your men here. I will be gone by tomorrow."

"I don't want to seem to hurry you, Governor."

"No, you will not hurry me. I am ready to go now."

"Anything I can do for you, Governor?"

"Nothing."

"Yes, there is, Governor," insisted S. Behrman. "I think now that all is over we ought to be good friends. I think I can do something for you. We still want an assistant in the local freight manager's office. Now, what do you say to having a try at it? There's a salary of fifty a month goes with it. I guess you must be in need of money now, and there's always the wife to support; what do you say? Will you try the place?"

Presley could only stare at the man in speechless wonder. What was he driving at? What reason was there back of this new move, and why should it be made thus openly in his hearing? An explanation occurred to him. Was this merely a pleasantry on the part of S. Behrman, a way of enjoying to the full his triumph; was he testing the completeness of his victory, trying to see just how far he could go, how far beneath his feet he could push his old-time enemy?

"What do you say?" he repeated. "Will you try the place?"

"You—*you insist?*" inquired the Governor.

"Oh, I'm not insisting on anything," cried S. Behrman. "I'm offering you a place, that's all. Will you take it?"

"Yes, yes, I'll take it."

"You'll come over to our side?"

"Yes, I'll come over."

"You'll have to turn 'railroad,' understand?"

"I'll turn railroad."

"Guess there may be times when you'll have to take orders from me."

"I'll take orders from you."

"You'll have to be loyal to the railroad, you know. No funny business."

"I'll be loyal to the railroad."

"You would like the place then?"

"Yes."

S. Behrman turned from Magnus, who at once resumed his seat and began again to sort his papers.

"Well, Presley," said the railroad agent: "I guess I won't see you again."

"I hope not," answered the other.

"Tut, tut, Presley, you know you can't make me angry."

He put on his hat of varnished straw and wiped his fat forehead with his handkerchief. Of late, he had grown fatter than ever, and the linen vest, stamped with a multitude of interlocked horseshoes, strained tight its imitation pearl buttons across the great protuberant stomach.

Presley looked at the man a moment before replying. But a few weeks ago he could not thus have faced the great enemy of the farmers without a gust of blind rage blowing tempestuous through all his bones. Now, however, he found to his surprise that his fury had lapsed to a profound contempt, in which there was bitterness, but no tru-

culence. He was tired, tired to death of the whole business.

"Yes," he answered deliberately, "I am going away. You have ruined this place for me. I couldn't live here where I should have to see you, or the results of what you have done, whenever I stirred out of doors."

"Nonsense, Presley," answered the other, refusing to become angry. "That's foolishness, that kind of talk; though, of course, I understand how you feel. I guess it was you, wasn't it, who threw that bomb into my house?"

"It was."

"Well, that don't show any common sense, Presley," returned S. Behrman with perfect aplomb. "What could you have gained by killing me?"

"Not so much probably as you have gained by killing Harran and Annixter. But that's all passed now. You're safe from me." The strangeness of this talk, the oddity of the situation burst upon him and he laughed aloud. "It don't seem as though you could be brought to book, S. Behrman, by anybody, or by any means, does it? They can't get at you through the courts—the law can't get you, Dyke's pistol missed fire for just your benefit, and you even escaped Caraher's six inches of plugged gas pipe. Just what are we going to do with you?"

"Best give it up, Pres, my boy," returned the other. "I guess there ain't anything can touch me. Well, Magnus," he said, turning once more to the Governor. "Well, I'll think over what you say, and let you know if I can get the place for you in a day or two. You see," he added, "you're getting pretty old, Magnus Derrick."

Presley flung himself from the room, unable any longer to witness the depths into which Magnus had fallen. What other scenes of degradation were enacted in that room, how much further S. Behrman carried the humiliation, he did not know. He suddenly felt that the air of the office was choking him.

He hurried up to what once had been his own room. On his way he could not but note that much of the house was in disarray, a great packing-up was in progress; trunks, half-full, stood in the hallways, crates and cases in a litter of straw encumbered the rooms. The servants came and went with armfuls of books, ornaments, articles of clothing.

Presley took from his room only a few manuscripts and note-books, and a small valise full of his personal effects; at the doorway he paused and, holding the knob of the door in his hand, looked back into the room a very long time.

He descended to the lower floor and entered the dining-room. Mrs. Derrick had disappeared. Presley stood for a long moment in front of the fireplace, looking about the room, remembering the scenes that he had witnessed there—the conference when Osterman had first suggested the fight for Railroad Commissioner and then later the attack on Lyman Derrick and the sudden revelation of that inconceivable treachery. But as he stood considering these things a door to his right opened and Hilma entered the room.

Presley came forward, holding out his hand, all unable to believe his eyes. It was the woman, grave, dignified, composed, who advanced to meet him. Hilma was dressed in black, the cut and fashion of the gown severe, almost monastic. All the little feminine and contradictory daintinesses were nowhere to be seen. Her statuesque calm evenness of contour yet remained, but it was the calmness of great sorrow, of infinite resignation. Beautiful she still remained, but she was older. The seriousness

of one who has gained the knowledge of the world—knowledge of its evil—seemed to envelope her. The calm gravity of a great suffering past, but not forgotten, sat upon her. Not yet twenty-one, she exhibited the demeanor of a woman of forty.

The one-time amplitude of her figure, the fullness of hip and shoulder, the great deep swell from waist to throat were gone. She had grown thinner and, in consequence, seemed unusually, almost unnaturally tall. Her neck was slender, the outline of her full lips and round chin was a little sharp; her arms, those wonderful, beautiful arms of hers, were a little shrunken. But her eyes were as wide open as always, rimmed as ever by the thin, intensely black line of the lashes and her brown, fragrant hair was still thick, still, at times, glittered and coruscated in the sun. When she spoke, it was with the oldtime velvety huskiness of voice that Annixter had learned to love so well.

"Oh, it is you," she said, giving him her hand. "You were good to want to see me before you left. I hear that you are going away."

She sat down upon the sofa.

"Yes," Presley answered, drawing a chair near to her, "yes, I felt I could not stay—down here any longer. I am going to take a long ocean voyage. My ship sails in a few days. But you, Mrs. Annixter, what are you going to do? Is there any way I can serve you?"

"No," she answered, "nothing. Papa is doing well. We are living here now."

"You are well?"

She made a little helpless gesture with both her hands, smiling very sadly.

"As you see," she answered.

As he talked, Presley was looking at her intently. Her dignity was a new element in her character and the certain slender effect of her figure, emphasized now by the long folds of the black gown she wore, carried it almost superbly. She conveyed something of the impression of a queen in exile. But she had lost none of her womanliness; rather, the contrary. Adversity had softened her, as well as deepened her. Presley saw that very clearly. Hilma had arrived now at her perfect maturity; she had known great love and she had known great grief, and the woman that had awakened in her with her affection for Annixter had been strengthened and infinitely ennobled by his death.

What if things had been different? Thus, as he conversed with her, Presley found himself wondering. Her sweetness, her beautiful gentleness, and tenderness were almost like palpable presences. It was almost as if a caress had been laid softly upon his cheek, as if a gentle hand closed upon his. Here, he knew, was sympathy; here, he knew, was an infinite capacity for love.

Then suddenly all the tired heart of him went out towards her. A longing to give the best that was in him to the memory of her, to be strong and noble because of her, to reshape his purposeless, half-wasted life with her nobility and purity and gentleness for his inspiration leaped all at once within him, leaped and stood firm, hardening to a resolve stronger than any he had ever known.

For an instant he told himself that the suddenness of this new emotion must be evidence of its insincerity. He was perfectly well aware that his impulses were abrupt and of short duration. But he knew that this was not sudden. Without realizing it, he had been from the first drawn to Hilma, and all through these last terrible days, since the time he had seen her at Los Muertos, just after the battle at the

ditch, she had obtruded continually upon his thoughts. The sight of her today, more beautiful than ever, quiet, strong, reserved, had only brought matters to a culmination.

"Are you," he asked her, "are you so unhappy, Hilma, that you can look forward to no more brightness in your life?"

"Unless I could forget—forget my husband," she answered, "how can I be happy? I would rather be unhappy in remembering him than happy in forgetting him. He was my whole world, literally and truly. Nothing seemed to count before I knew him, and nothing can count for me now, after I have lost him."

"You think now," he answered, "that in being happy again you would be disloyal to him. But you will find after a while—years from now—that it need not be so. The part of you that belonged to your husband can always keep him sacred, that part of you belongs to him and he to it. But you are young; you have all your life to live yet. Your sorrow need not be a burden to you. If you consider it as you should—as you will some day, believe me—it will only be a great help to you. It will make you more noble, a truer woman, more generous."

"I think I see," she answered, "and I never thought about it in that light before."

"I want to help you," he answered, "as you have helped me. I want to be your friend, and above all things I do not want to see your life wasted. I am going away and it is quite possible I shall never see you again, but you will always be a help to me."

"I do not understand," she answered, "but I know you mean to be very, very kind to me. Yes, I hope when you come back—if you ever do—you will still be that. I do not know why you should want to be so kind, unless—yes, of course—you were my husband's dearest friend."

They talked a little longer, and at length Presley rose.

"I cannot bring myself to see Mrs. Derrick again," he said. "It would only serve to make her very unhappy. Will you explain that to her? I think she will understand."

"Yes," answered Hilma. "Yes, I will."

There was a pause. There seemed to be nothing more for either of them to say. Presley held out his hand.

"Good-bye," she said, as she gave him hers.

He carried it to his lips.

"Good-bye," he answered. "Good-bye and may God bless you."

He turned away abruptly and left the room.

But as he was quietly making his way out of the house, hoping to get to his horse unobserved, he came suddenly upon Mrs. Dyke and Sidney on the porch of the house. He had forgotten that since the affair at the ditch, Los Muertos had been a home to the engineer's mother and daughter.

"And you, Mrs. Dyke," he asked as he took her hand, "in this break-up of everything, where do you go?"

"To the city," she answered, "to San Francisco. I have a sister there who will look after the little tad."

"But you, how about yourself, Mrs. Dyke?"

She answered him in a quiet voice, monotonous, expressionless:

"I am going to die very soon, Mr. Presley. There is no reason why I should live any longer. My son is in prison for life, everything is over for me, and I am tired, worn out."

"You mustn't talk like that, Mrs. Dyke," protested Presley, "nonsense; you will live long enough to see the little tad married." He tried to be cheerful. But he knew his words lacked the ring of conviction. Death already overshadowed the face of the engineer's mother. He felt that she spoke the

truth, and as he stood there speaking to her for the last time, his arm about little Sydney's shoulder, he knew that he was seeing the beginnings of the wreck of another family and that, like Hilda Hooven, another baby girl was to be started in life, through no fault of hers, fearfully handicapped, weighed down at the threshold of existence with a load of disgrace. Hilda Hooven and Sidney Dyke, what was to be their histories? the one, sister of an outcast; the other, daughter of a convict. And he thought of that other young girl, the little Honora Gerard, the heiress of millions, petted, loved, receiving adulation from all who came near to her, whose only care was to choose from among the multitude of pleasures that the world hastened to present to her consideration.

"Good-bye," he said, holding out his hand.

"Good-bye."

"Good-bye, Sidney."

He kissed the little girl, clasped Mrs. Dyke's hand a moment in his; then, slinging his satchel about his shoulders by the long strap with which it was provided, left the house, and mounting his horse rode away from Los Muertos never to return.

Presley came out upon the county road. At a little distance to his left he could see the group of buildings where once Broderson had lived. These were being remodelled, at length, to suit the larger demands of the new agriculture. A strange man came out by the road gate; no doubt, the new proprietor. Presley turned away, hurrying northwards along the county road by the mammoth watering-tank and the long wind-break of poplars.

He came to Caraher's place. There was no change here. The saloon had weathered the storm, indispensable to the new as well as to the old regime. The same dusty buggies and buckboards were tied under the shed, and as Presley hurried by he could distinguish Caraher's voice, loud as ever, still proclaiming his creed of annihilation.

Bonneville, Presley avoided. He had no associations with the town. He turned aside from the road, and crossing the northwest corner of Los Muertos and the line of the railroad, turned back along the Upper Road till he came to the long trestle and Annixter's—silence, desolation, abandonment.

A vast stillness, profound, unbroken, brooded low over all the place. No living thing stirred. The rusted wind-mill on the skeleton-like tower of the artesian well was motionless; the great barn empty; the windows of the ranch house, cook house, and dairy boarded up. Nailed upon a tree near the broken gateway was a board, white painted, with stencilled letters, bearing the inscription:

"Warning. ALL PERSONS FOUND TRESPASSING ON THESE PREMISES WILL BE PROSECUTED TO THE FULLEST EXTENT OF THE LAW. By order P. and S. W. R. R."

As he had planned, Presley reached the hills by the head waters of Broderson's Creek late in the afternoon. Tofully he climbed them, reached the highest crest, and turning about, looked long and for the last time at all the reach of the valley unrolled beneath him. The land of the ranches opened out forever and forever under the stimulus of that measureless range of vision. The whole gigantic sweep of the San Joaquin expanded Titanic before the eye of the mind, flagellated with heat, quivering and shimmering under the sun's red eye. It was the season after the harvest, and the great earth, the mother, after its period of reproduction, its pains of labor, delivered of the fruits of its loins, slept the sleep of exhaustion in the infinite repose of the colossus, benignant,

eternal, strong, the nourisher of nations, the feeder of an entire world.

And as Presley looked there came to him strong and true the sense and the significance of all the enigma of growth. He seemed for one instant to touch the explanation of existence. Men were nothings, mere animalcules, mere ephemerides that fluttered and fell and were forgotten between dawn and dusk. Vanamee had said there was no death. But for one second Presley could go one step further. Men were naught, death was naught, life was naught; force only existed—force that brought men into the world, force that crowded them out of it to make way for the succeeding generation, force that made the wheat grow, force that garnered it from the soil to give place to the succeeding crop.

It was the mystery of creation, the stupendous miracle of re-creation; the vast rhythm of the seasons, measured, alternative, the sun and the stars keeping time as the eternal symphony of reproduction swung in its tremendous cadences like the colossal pendulum of an almighty machine—primordial energy flung out from the hand of the Lord God himself, immortal, calm, infinitely strong.

But as he stood thus looking down upon the great valley he was aware of the figure of a man, far in the distance, moving steadily towards the Mission of San Juan. The man was hardly more than a dot, but there was something unmistakably familiar in his gait; and besides this, Presley could fancy that he was hatless. He touched his pony with his spur. The man was Vanamee beyond all doubt, and a little later Presley, descending the maze of cow-paths and cattle-trails that led down towards the Broderson creek, overtook his friend.

Instantly Presley was aware of an immense change. Vanamee's face was still that of an ascetic, still glowed with the rarefied intelligence of a young seer, a half-inspired shepherd-prophet of Hebraic legends; but the shadow of that great sadness which for so long had brooded over him was gone; the grief that once he had fancied deathless was, indeed, dead, or rather swallowed up in a victorious joy that radiated like sunlight at dawn from the deep-set eyes, and the hollow, swarthy cheeks. They talked together till nearly sundown, but to Presley's questions as to the reasons for Vanamee's happiness, the other would say nothing. Once only he allowed himself to touch upon the subject.

"Death and grief are little things," he said. "They are transient. Life must be before death, and joy before grief. Else there are no such things as death or grief. These are only negatives. Life is positive. Death is only the absence of life, just as night is only the absence of day, and if this is so, there is no such thing as death. There is only life, and the suppression of life, that we, foolishly, say is death. 'Suppression,' I say, not extinction. I do not say that life returns. Life never departs. Life simply is. For certain seasons, it is hidden in the dark, but is that death, extinction, annihilation? I take it, thank God, that it is not. Does the grain of wheat, hidden for certain seasons in the dark, die? The grain we think is dead resumes again; but how? Not as one grain, but as twenty. So all life. Death is only real for all the detritus of the world, for all the sorrow, for all the injustice, for all the grief. Presley, the good never dies; evil dies, cruelty, oppression, selfishness, greed—these die; but nobility, but love, but sacrifice, but generosity, but truth, thank God for it, small as they are, difficult as it is to discover them—these live forever, these are eternal. You are all broken, all cast down by what you have seen in this valley, this hopeless struggle, this apparently hopeless despair. Well,

the end is not yet. What is it that remains after all is over, after the dead are buried and the hearts are broken? Look at it all from the vast height of humanity—the greatest good to the greatest numbers. What remains? Men perish, men are corrupted, hearts are rent asunder, but what remains untouched, unassailable, undefiled? Try to find that not only in this, but in every crisis of the world's life, and you will find, if your view be large enough, that it is not evil, but good, that in the end remains."

There was a long pause. Presley, his mind full of new thoughts, held his peace, and Vanamee added at length:

"I believed Angele dead. I wept over her grave! mourned for her as dead in corruption. She has come back to me, more beautiful than ever. Do not ask me any further. To put this story, this idyl, into words, would, for me, be a profanation. This must suffice you. Angele has returned to me and I am happy. Adois."

He rose suddenly. The friends clasped each other's hands.

"We shall probably never meet again," said Vanamee; "but if these are the last words I ever speak to you, listen to them, and remember them, because I know I speak the truth. Evil is short-lived. Never judge of the whole round of life by the mere segment you can see. The whole is, in the end, perfect."

Abruptly he took himself away. He was gone. Presley, alone, thoughtful, his hands clasped behind him, passed on through the ranches—here teeming with ripened wheat—his face set from them forever.

Not so Vanamee. For hours he roamed the countryside, now through the deserted cluster of buildings that had once been Annixter's home; now through the rustling and, as yet, uncut wheat of Quien Sabe! now treading the slopes of the hills far to the north, and again following the winding courses of the streams. Thus he spent the night.

At length, the day broke, resplendent, cloudless. The night was passed. There was all the sparkle and effervescence of joy in the crystal sunlight as the dawn expanded roseate, and at length flamed dazzling to the zenith when the sun moved over the edge of the world and looked down upon all the earth like the eye of God the Father.

At the moment, Vanamee stood breast-deep in the wheat in a solitary corner of the Quien Sabe rancho. He turned eastward, facing the celestial glory of the day and sent his voiceless call far from him across the golden grain out towards the little valley of flowers.

Swiftly the answer came. It advanced to meet him. The flowers of the Seed ranch were gone, dried and parched by the summer's sun, shedding their seed by handfuls to be sown again and blossom yet another time. The Seed ranch was no longer royal with color. The roses, the lilies, the carnations, the hyacinths, the poppies, the violets, the mignonette, all these had vanished, the little valley was without color; where once it had exhaled the most delicious perfume, it was now odorless. Under the blinding light of the day it stretched to its hill-sides, bare, brown, unlovely. The romance of the place had vanished, but with it had vanished the Vision. It was no longer a figment of his imagination, a creature of dreams that advanced to meet Vanamee. It was Reality—it was Angèle in the flesh, vital, sane, material, who at last issued forth from the entrance of the little valley. Romance had vanished, but better than romance was here. Not a manifestation, not a dream, but her very self. The night was gone, but the sun had risen; the flowers had disappeared, but

strong, vigorous, noble, the wheat had come.

In the wheat he waited for her. He saw her coming. She was simply dressed. No fanciful wreath of tube-roses was about her head now, no strange garment of red and gold enveloped her now. It was no longer an ephemeral illusion of the night, evanescent, mystic, but a simple country girl coming to meet her lover. The vision of the night had been beautiful, but what was it compared to this? Reality was better than Romance. The simple honesty of a loving, trusting heart was better than a legend of flowers, an hallucination of the moon-light. She came nearer. Bathed in sunlight, he saw her face to face, saw her hair hanging in two straight plaits on either side of her face, saw the enchanting fullness of her lips, the strange, balancing movement of her head upon her slender neck. But now she was no longer asleep. The wonderful eyes, violet blue, heavy-lidded, with their perplexing, oriental slant towards the temples, were wide open and fixed upon his.

From out the world of romance, out of the moonlight and the star sheen, out of the faint radiance of the lilies, and the still air heavy with perfume, she had at last come to him. The moonlight, the flowers, and the dream were all vanished away. Angèle was realised in the wheat. She stood forth in the sunlight, a fact, and no longer a fancy.

He ran forward to meet her and she held out her arms to him. He caught her to him, and she, turning her face to his, kissed him on the mouth.

"I love you, I love you," she murmured.

* * *

Upon descending from his train at Port Costa, S. Behrman asked to be directed at once to where the bark "Swanhilda" was taking on grain. Though he had bought and greatly enlarged his new elevator at this port, he had never seen it. The work had been carried on through agents, S. Behrman having far too many and more pressing occupations to demand his presence and attention. Now, however, he was to see the concrete evidence of his success for the first time.

He picked his way across the railroad tracks to the line of warehouses that bordered the docks, numbered with enormous Roman numerals and full of grain in bags.

The sight of these bags of grain put him in mind of the fact that among all the other shippers he was practically alone in his way of handling his wheat. They handled the grain in bags; he, however, preferred it in the bulk. Bags were sometimes four cents apiece, and he had decided to build his elevator and bulk his grain therein, rather than to incur this expense. Only a small part of his wheat—that on Number Three division—had been sacked. All the rest, practically two-thirds of the entire harvest of Los Muertos, now found itself warehoused in his enormous elevator at Port Costa.

To a certain degree it had been the desire of observing the working of his system of handling the wheat in bulk that had drawn S. Behrman to Port Costa. But the more powerful motive had been curiosity, not to say downright sentiment. So long had he planned for this day of triumph, so eagerly had he looked forward to it, that now, when it had come, he wished to enjoy it to its fullest extent, wished to miss no feature of the disposal of the crop. He had watched it harvested, he had watched it hauled to the railway, and now would watch it as it poured into the hold of the ship, would even watch the ship as she cleared and got under way.

He passed through the warehouses and came out upon the dock that ran parallel

with the shore of the bay. A great quantity of shipping was in view, barques for the most part, Cape Horners, great, deep sea tramps, whose iron-shod forefeet had parted every ocean the world round from Rangoon to Rio Janeiro, and from Melbourne to Christiania. Some were still in the stream, loaded with wheat to the Plimsoll mark, ready to depart with the next tide. But many others laid their great flanks alongside the docks and at that moment were being filled by derrick and crane with thousands upon thousands of bags of wheat. The scene was brisk; the cranes creaked and swung incessantly with a rattle of chains; stevedores and wharfingers toiled and perspired; boatswains and dock-masters shouted orders, drays rumbled, the water lapped at the piles; a group of sailors, painting flanks of one of the great ships, raised an occasional chanty; the trade wind sang aeolian in the cordages, filling the air with the nimble taint of salt. All around were the noises of ships and the feel and flavor of the sea.

S. Behrman soon discovered his elevator. It was the largest structure discernible, and upon its red-roof, in enormous white letters, was his own name. Thither, between piles of grain bags, halted drays, crates and boxes of merchandise, with an occasional pyramid of salmon cases, S. Behrman took his way. Cabled to the dock, close under his elevator, lay a great ship with lofty masts and great spars. Her stern was toward him as he approached, and upon it, in raised golden letters, he could read the words "Swanhilda—Liverpool."

He went aboard by a very steep gangway and found the mate on the quarter deck. S. Behrman introduced himself.

"Well," he added, "how are you getting on?"

"Very fairly, sir," returned the mate, who was an Englishman. "We'll have her all snugged down tight by this time, day after tomorrow. It's a great saving of time shunting the stuff in her like that, and three men can do the work of seven."

"I'll have a look 'round, I believe," returned S. Behrman.

"Right—oh," answered the mate with a nod.

S. Behrman went forward to the hatch that opened down into the vast hold of the ship. A great iron chute connected this hatch with the elevator, and through it was rushing a veritable cataract of wheat.

It came from some gigantic bin within the elevator itself, rushing down the confines of the chute to plunge into the roomy, gloomy interior of the hold with an incessant, metallic roar, persistent, steady, inevitable. No men were in sight. The place was deserted. No human agency seemed to be back of the movement of the wheat. Rather, the grain seemed impelled with a force of its own, a resistless, huge force, eager, vivid, impatient for the sea.

S. Behrman stood watching, his ears deafened with the roar of the hard grains against the metallic lining of the chute. He put his hand once into the rushing tide, and the contact rasped the flesh of his fingers and like an undertow drew his hand after it in its impetuous dash.

Cautiously he peered down into the hold. A musty odor rose to his nostrils, the vigorous, pungent aroma of the raw cereal. It was dark. He could see nothing; but all about and over the opening of the hatch the air was full of a fine, impalpable dust that blinded the eyes and choked the throat and nostrils.

As his eyes became used to the shadows of the cavern below him, he began to distinguish the grey mass of the wheat, a great expanse, almost liquid in its texture, which,

as the cataract from above plunged into it, moved and shifted in long, slow eddies. As he stood there, this cataract on a sudden increased in volume. He turned about, casting his eyes upward toward the elevator to discover the cause. His foot caught in a coil of rope, and he fell headforemost into the hold.

The fall was a long one and he struck the surface of the wheat with the sodden impact of a bundle of damp clothes. For the moment he was stunned. All the breath was driven from his body. He could neither move nor cry out. But, by degrees, his wits steadied themselves and his breath returned to him. He looked about and above him. The daylight in the hold was dimmed and clouded by the thick, chaff-dust thrown off by the pour of grain, and even this dimness dwindled to twilight at a short distance from the opening of the hatch, while the remotest quarters were lost in impenetrable blackness. He got upon his feet only to find that he sunk ankle deep in the loose packed mass underfoot.

"Hell," he muttered, "here's a fix."

Directly underneath the chute, the wheat, as it poured in, raised itself in a conical mound, but from the sides of this mound it shunted away incessantly in thick layers, flowing in all directions with the nimbleness of water. Even as S. Behrman spoke, a wave of grain poured around his legs and rose rapidly to the level of his knees. He stepped quickly back. To stay near the chute would soon bury him to the waist.

No doubt, there was some other exit from the hold, some companion ladder that led up to the deck. He scuffled and waded across the wheat, groping in the dark with outstretched hands. With every inhalation he choked, filling his mouth and nostrils more with dust than with air. At times he could not breathe at all, but gagged and gasped, his lips distended. But search as he would, he could find no outlet to the hold no stairway, no companion ladder. Again and again, staggering along in the black darkness, he bruised his knuckles and forehead against the iron sides of the ship. He gave up the attempt to find any interior means of escape and returned laboriously to the space under the open hatchway. Already he could see that the level of the wheat was raised.

"God," he said, "this isn't going to do at all." He uttered a great shout. "Hello, on deck there, somebody. For God's sake."

The steady, metallic roar of the pouring wheat drowned out his voice. He could scarcely hear it himself above the rush of the cataract. Besides this, he found it impossible to stay under the hatch. The flying grains of wheat, spattering as they fell, stung his face like wind-driven particles of ice. It was a veritable torture; his hands smarted with it. Once he was all but blinded. Furthermore, the succeeding waves of wheat, rolling from the mound under the chute, beat him back, swirling and dashing against his legs and knees, mounting swiftly higher, carrying him off his feet.

Once more he retreated, drawing back from beneath the hatch. He stood still for a moment and shouted again. It was in vain. His voice returned upon him, unable to penetrate the thunder of the chute, and horrified, he discovered that so soon as he stood motionless upon the wheat, he sank into it. Before he knew it, he was knee-deep again, and a long swirl of grain sweeping outward from the ever-breaking, ever-reforming pyramid below the chute, poured around his thighs, immobilising him.

A frenzy of terror suddenly leaped to life within him. The horror of death, the Fear of The Trap, shook him like a dry reed. Shouting, he tore himself free of the wheat

and once more scrambled and struggled towards the hatchway. He stumbled as he reached it and fell directly beneath the pour. Like a storm of small shot, mercilessly, pitilessly, the unnumbered multitude of hurtling grains flagellated and beat and tore his flesh. Blood streamed from his forehead and, thickening with the powder-like chaff-dust, blinded his eyes. He struggled to his feet once more. An avalanche from the cone of wheat buried him to his thighs. He was forced back and back and back, beating the air, falling, rising, howling for aid. He could no longer see; his eyes, crammed with dust, smarted as if transfixed with needles whenever he opened them. His mouth was full of the dust, his lips were dry with it; thirst tortured him, while his outcries choked and gagged in his rasped throat.

And all the while without stop, incessantly, inexorably, the wheat, as if moving with a force all its own, shot downward in a prolonged roar, persistent, steady, inevitable.

He retreated to a far corner of the hold and sat down with his back against the iron hull of the ship and tried to collect his thoughts, to calm himself. Surely there must be some way to escape; surely he was not to die like this, die in this dreadful substance that was neither solid nor fluid. What was he to do? How make himself heard?

But even as he thought about this, the cone under the chute broke again and sent a great layer of grain rippling and tumbling toward him. It reached him where he sat and buried his hand and one foot.

He sprang up trembling and made for another corner.

"By God," he cried, "by God, I must think of something pretty quick!"

Once more the level of the wheat rose and the grain began piling deeper about him. Once more he retreated. Once more he crawled staggering to the foot of the cat-ract, screaming till his ears sang and his eyeballs strained in their sockets, and once more the relentless tide drove him back.

Then began that terrible dance of death; the man dodging, doubling, squirming, hunted from one corner to another, the wheat slowly, inexorably flowing, rising, spreading to every angle, to every nook and cranny. It reached his middle. Furious and with bleeding hands and broken nails, he dug his way out to fall backward, all but exhausted, gasping for breath in the dust-thickened air. Roused again by the slow advance of the tide, he leaped up and stumbled away, blinded with the agony in his eyes, only to crash against the metal hull of the vessel. He turned about, the blood streaming from his face, and paused to collect his senses, and with a rush another wave swirled about his ankles and knees. Exhaustion grew upon him. To stand still meant to sink; to lie or sit meant to be buried the quicker; and all this in the dark, all this in an air that could scarcely be breathed, all this while he fought an enemy that could not be gripped, toiling in a sea that could not be stayed.

Guided by the sound of falling wheat, S. Behrman crawled on hands and knees toward the hatchway. Once more he raised his voice in a shout for help. His bleeding throat and raw, parched lips refused to utter but a wheezing moan. Once more he tried to look toward the one patch of faint light above him. His eye-lids, clogged with chaff, could no longer open. The wheat poured about his waist as he raised himself upon his knees.

Reason fled. Deafened with the roar of the grain, blinded and made dumb with its chaff, he threw himself forward with clutching fingers, rolling upon his back, and lay there, moving feebly, the head rolling from

side to side. The wheat, leaping continuously from the chute, poured around him. It filled the pockets of the coat, it crept up the sleeves and trousers legs, it covered the great, protuberant stomach, it ran at last in rivulets into the distended, gasping mouth. It covered the face.

Upon the surface of the wheat, under the chute, nothing moved but the wheat itself. There was no sign of life. Then for an instant, the surface stirred. A hand, fat, with short fingers and swollen veins, reached up, clutching, then fell limp and prone. In another instant it was covered. In the hold of the "Swanhilda" there was no movement but the widening ripples that spread flowing from the ever-breaking, ever-reforming cone; no sound, but the rushing of the wheat that continued to plunge incessantly from the iron chute in a prolonged roar, persistent, steady, inevitable.

CONCLUSION

The "Swanhilda" cast off from the docks at Port Costa two days after Presley had left Bonneville and the ranches and made her way up to San Francisco, anchoring in the stream off the city front. A few hours after her arrival, Presley, waiting at his club, received a despatch from Cedarquist to the effect that she would clear early the next morning and that he must be aboard of her before midnight.

He sent his trunks aboard and at once hurried to Cedarquist's office to say good-bye. He found the manufacturer in excellent spirits.

"What do you think of Lyman Derrick now, Presley?" he said, when Presley had sat down. "He's in the new politics with a vengeance, isn't he? And our own dear railroad openly acknowledges him as their candidate. You've heard of his canvass."

"Yes, yes," answered Presley. "Well, he knows his business best."

But Cedarquist was full of another idea: his new venture—the organizing of a line of clipper wheat ships for Pacific and Oriental trade—was prospering.

"The 'Swanhilda' is the mother of the fleet, Pres. I had to buy her, but the keel of her sister ship will be laid by the time she discharges at Calcutta. We'll carry our wheat into Asia yet. The Anglo-Saxon started from there at the beginning of everything and it's manifest destiny that he must circle the globe and fetch up where he began his march. You are up with the procession, Pres, going to India this way in a wheat ship that flies American colors. By the way, do you know where the money is to come from to build the sister ship of the 'Swanhilda'? From the sale of the plant and scrap iron of the Atlas Works. Yes, I've given it up definitely, that business. The people here would not back me up. But I'm working off on this new line now. It may break me, but we'll try it on. You know the 'Million Dollar Fair' was formally opened yesterday. There is," he added with a wink, "a midway pleasure in connection with the thing. Mrs. Cedarquist and our friend Hartrath 'got up a subscription' to construct a figure of California—heroic size—out of dried apricots. I assure you," he remarked with prodigious gravity, "it is a real work of art and quite a 'feature' of the fair. Well, good luck to you, Pres. Write to me from Honolulu, and *bon voyage*. My respects to the hungry Hindoo. Tell him 'we're coming, Father Abraham, a hundred thousand more.' Tell the men of the east to look out for the men of the west. The irrepressible Yank is knocking at the doors of their temples and he will want to sell 'em carpet-sweepers for their harems and electric light plants for their temple shrines. Good-bye to you."

"Good-bye, sir."

"Get fat yourself while you're about it, Presley," he observed, as the two stood up and shook hands.

"There shouldn't be any lack of food on a wheat ship. Bread enough, surely."

"Little monotonous, though. 'Man cannot live by bread alone.' Well, you're really off. Good-bye."

"Good-bye, sir."

And as Presley issued from the building and stepped out into the street, he was abruptly aware of a great wagon shrouded in white cloth, inside of which a bass drum was being furiously beaten. On the cloth, in great letters, were the words:

"Vote for Lyman Derrick, Regular Republican Nominee for Governor of California."

* * * *

The "Swanhilda" lifted and rolled slowly, majestically on the ground swell of the Pacific, the water hissing and boiling under her forefoot, her cordage vibrating and droning in the steady rush of the trade winds. It was drawing towards evening and her lights had just been set. The master passed Presley, who was leaning over the rail smoking a cigarette, and paused long enough to remark:

"The land yonder, if you can make it out, is Point Gordo, and if you were to draw a line from our position now through that point and carry it on about a hundred miles further, it would just about cross Tulare county not very far from where you used to live."

"I see," answered Presley. "I see. Thanks. I am glad to know that."

The master passed on, and Presley, going up to the quarter deck, looked long and earnestly at the faint line of mountains that showed vague and bluish above the waste of tumbling water.

Those were the mountains of the coast range and beyond them was what had once been his home. Bonneville was there, and Guadalajara and Los Muertos and Quien Sabe, the Mission of San Juan, and Seed ranch, Annixter's desolated home and Dyke's ruined hop-fields.

Well, it was all over now, that terrible drama through which he had lived. Already it was far distant from him; but once again it rose in his memory, portentous, sombre, ineffaceable. He passed it all in review from the day of his first meeting with Vanamee to the day of his parting with Hilma. He saw it all—the great sweep of country opening to view from the summit of the hills at the head waters of Broderson's Creek; the barn dance at Annixter's, the harness room with its jam of furious men; the quiet garden of the Mission; Dyke's house, his flight upon the engine, his brave fight in the chaparral; Lyman Derrick at bay in the dining-room of the ranch house; the rabbit drive; the fight at the irrigating ditch, the shouting mob in the Bonneville Opera House.

The drama was over. The fight of ranch and railroad had been wrought out to its dreadful close. It was true, as Shelgrim had said, that forces rather than men had locked horns in that struggle, but for all that the men of the ranch and not the men of the railroad had suffered. Into the prosperous valley, into the quiet community of farmers, that galloping monster, that terror of steel and steam had burst, shooting athwart the horizons, flinging the echo of its thunder over all the ranches of the valley, leaving blood and destruction in its path.

Yes, the railroad had prevailed. The ranches had been seized in the tentacles of the octopus; the iniquitous burden of extortionate freight rates had been imposed like a yoke of iron. The monster had killed Harman, had killed Osterman, had killed Broderson, had

killed Hooven. It had beggared Magnus and had driven him to a state of semi-insanity after he had wrecked his honor in the vain attempt to do evil that good might come. It had enticed Lyman into its toils to pluck from him his manhood and his honesty, corrupting him and poisoning him beyond redemption; it had hounded Dyke from his legitimate employment and had made him a highwayman and criminal. It had cast forth Mrs. Hooven to starve to death upon the city streets. It had driven Minna to prostitution. It had slain Annixter at the very moment when painfully and manfully he had at last achieved his own salvation and stood forth resolved to do right, to act unselfishly and to live for others. It had widowed Hilma in the very dawn of her happiness. It had killed the very babe within the mother's womb, strangling life ere yet it had been born, stamping out the spark ordained by God to burn through all eternity.

What then was left? Was there no hope, no outlook for the future, no rift in the black curtain, no glimmer through the night? Was good to be thus overthrown? Was evil thus to be strong and to prevail? Was nothing left?

Then suddenly Vanamee's words came back to his mind. What was the larger view, what contributed the greatest good to the greatest numbers? What was the full round of the circle whose segment only he beheld? In the end, the ultimate, final end of all, what was left? Yes, good issued from this crisis, untouched, unassailable, undefiled.

Men—notes in the sunshine—perished, were shot down in the very noon of life, hearts were broken, little children started in life lamentably handicapped; young girls were brought to a life of shame; old women died in the heart of life for lack of food. In that little, isolated group of human insects, misery, death, and anguish spun like a wheel of fire.

But the WHEAT remained. Untouched, unassailable, undefiled, that mighty world-force, that nourisher of nations, wrapped in Nirvanic calm, indifferent to the human swarm, gigantic, resistless, moved onward in its appointed grooves. Through the welter of blood at the irrigation ditch, through the sham charity and shallow philanthropy of famine relief committees, the great harvest of Los Muertos rolled like a flood from the Sierras to the Himalayas to feed thousands of starving scarecrows on the barren plains of India.

Falseness dies; injustice and oppression in the end of everything fade and vanish away. Greed, cruelty, selfishness, and inhumanity are short-lived; the individual suffers, but the race goes on. Annixter dies, but in a far distant corner of the world a thousand lives are saved. The larger view always and through all shams, all wickedness, discovers the truth that will, in the end, prevail, and all things, surely, inevitably, resistlessly work together for good.

THE END.

(Copyright by Doubleday Page & Co.)

WOMAN'S WORK

(Continued from page 306)

say tip-conscious waitresses show more interest in patrons. Waitresses become clever saleswomen, they claim, under the stimulus of tip-desire. But the girls themselves say the public's generosity is much overrated.

"You might as well be married, and trying to pry money out of a tight husband, as wishing some fat dame out of a dime when she's just packed away lunch enough for three," Louise declares in despondent moments. "A quarter is the standard tip for a beauty shop operator, or a barber,

or even a Pullman porter—but a nickel is plenty for the waitress, they seem to think. I get ashamed of myself, going around with a hopeful smile and an eager gleam in my eye, but as the proprietor seems to think tips are a part of my week's pay, I'm going to try to collect them."

Some restaurants, where the tips are reputed to be heavy, do not pay their waitresses, but expect the customer to pay in full for the service, and one fashionable New York establishment recently was found to be charging the waitresses \$10 a week apiece for the privilege of working there! The employer takes advantage of the waitress whenever possible, if he is that kind of an employer. In Syracuse, N. Y., where a drive is being made to enforce the law prohibiting employers from working women after 10 p. m., two restaurant owners have filed certificates of limited partnership, with their waitresses as limited partners. Women in business for themselves may work after 10 p. m. The waitresses contributed \$10 each for their interest in the business and the privilege of working late at night and promised to pay \$490 more before December 1. In return they are promised a percentage of the weekly profits as wages—but these must not exceed \$18 a week! These restaurant owners no doubt are congratulating themselves on their cleverness in exploiting their poor waitresses.

Both men and women hotel and restaurant employees are organized into the same locals of the Hotel and Restaurant Employees' International Alliance, but while the waiters are generally well-organized, and hold the jobs where big tips are common, the waitresses are too blind to see the advantages of organization and their numbers in the union are few in proportion to the waiters. If the waitresses ever intend to improve their condition they must come out of their footloose individualism and band together with the waiters. Then they can go after standard wages and hours with real power. The Alliance decries the tipping evil and would like to abolish tipping in favor of regular wages. Tips put the waiter and waitress in a servile class and penalize the public.

Recently I ordered a limeade at a big department store soda fountain. The girl who served me was quick and dextrous; she mixed a delicious drink, trimmed it with a cherry, a slice of orange, and a scoop of orange ice. Then she found opportunity to ask me if I liked it. Naturally I wanted to reward this service with a tip. But the waitress told me tipping was not allowed. Yet I have never seen better service than at this fountain, and the public appreciates it and is easier in its mind because no tip is expected. The girls are happy, they know in advance what their week's pay is going to be and are relieved from the stigma of the tip. There is no doubt in my mind that the public and the girls would gain by abolishing the tip and substituting the standard wage; and the restaurant owners would probably not all go out of business at once, either!

EPOCH-MAKING POLICY SET IN INJUNCTION BILL

(Continued from page 294)

inflicted upon defendants by the granting of relief:

"(d) That complainant has no adequate remedy at law; and

"(e) That the public officers charged with the duty to protect complainant's property are unable or unwilling to furnish adequate protection.

"Such hearing shall be held after due and

personal notice thereof has been given, in such manner as the court shall direct, to all known persons against whom relief is sought, and also to those public officers charged with the duty to protect complainant's property: Provided, however, That if a complainant shall also allege that, unless a temporary restraining order shall be issued without notice, a substantial and irreparable injury to complainant's property will be unavoidable, such a temporary restraining order may be issued upon testimony under oath sufficient, if sustained, to justify the court in issuing a temporary injunction upon a hearing after notice. Such a temporary restraining order shall be effective for no longer than five days, and shall become void at the expiration of said five days. No temporary restraining order or temporary injunction shall be issued except on condition that complainant shall first file a bond sufficient to recompense those enjoined for any loss, expense, or damage caused by the improvident issuance of such order or injunction, including all reasonable costs (together with a reasonable attorney's fee) and expense of defense against the order or against the granting of any injunctive relief sought in the same proceeding and subsequently denied by the court.

"Sec. 7a. No restraining order or injunctive relief shall be granted to any complainant who has failed to comply with any obligation imposed by law which is involved in the labor dispute in question, or who has failed to make every reasonable effort to settle such dispute either by negotiation or with the aid of any available governmental machinery of mediation or arbitration.

"Sec. 7b. No restraining order or temporary injunction shall be granted in a case involving or growing out of a labor dispute, except on the basis of findings of fact made and filed by the court in the record of the case prior to the issuance of such order or injunction.

"Sec. 7c. Whenever any court of the United States shall issue or deny any temporary injunction in a case involving or growing out of a labor dispute, the court shall, upon the request of any party to the proceedings, forthwith certify the entire record of the case, including a transcript of the evidence taken; to the circuit court of appeals for its review. Upon the filing of such record in the circuit court of appeals, the appeal shall be heard and temporary injunctive order affirmed, modified, or set aside with the greatest possible expedition, giving the proceeding precedence over all other matters except older matters of the same character.

"Sec. 8. In all cases where a person shall be charged with indirect criminal contempt for violation of a restraining order or injunction issued by a court of the United States (as herein defined), the accused shall enjoy the right to a speedy and public trial by an impartial jury of the state and district wherein the contempt shall have been committed; Provided, That this requirement shall not be construed to apply to contempts committed in the presence of the court or so near thereto as to interfere with the administration of justice or to apply to the misbehavior, misconduct, or disobedience of any officer of the court in respect to the writs, orders, or process of the court.

"Sec. 9. When used in this act, and for the purposes of this act—

"(a) A case shall be held to involve or to grow out of a labor dispute if the case involves persons who are engaged in the same industry, trade, craft, or occupation; or who are employees of the same employer; or who are members of the same organization of employers or employees; whether such dispute is (1) between one or more employers or associations of employers and one or more em-

employees or associations of employees; (2) between one or more employers or associations of employers and one or more employers or associations of employees; or (3) between one or more employees or associations of employees and one or more employers or associations of employees.

"(b) A person or association shall be held to be a person participating and interested in a labor dispute if relief is sought against him or it and if he or it is engaged in the same industry, trade, craft, or occupation in which such dispute occurs, or is a member, officer, or agent of any association of employers or employees engaged in such industry, trade, craft, or occupation.

"(c) The term 'labor dispute' includes any controversy concerning terms or conditions of employment, or concerning the association or representation of persons in negotiating, fixing, maintaining, changing, or seeking to arrange terms and conditions of employment, or concerning employment relations, or any other controversy arising out of the respective interests of employer and employee, regardless of whether or not the disputants stand in the proximate relation of employer and employee.

"(d) The term 'court of the United States' means any court of the United States whose jurisdiction has been or may be conferred or defined or limited by Act of Congress.

"Sec. 10. If any provision of this act or the application thereof to any person or circumstance is held invalid, the remainder of the act and the application of such provisions to other persons or circumstances shall not be affected thereby.

"Sec. 11. All acts and parts of acts in conflict with the provisions of this act are hereby repealed.

"Amend the title so as to read: 'A bill to define and limit the jurisdiction of the courts of the United States, and for other purposes.'"

COMPANY UNION FALLS FROM PRESS-AGENTED PEDESTAL

(Continued from page 290)

'the right spirit' means 'agreeing with the management.' Others replied, 'I don't know what it is.'

"Direct evidence was discovered that steps are sometimes taken in the interest of the management to get rid of undesirable employee members on the board at the expiration of their terms and to elect acceptable members. Departmental directors and sometimes department heads 'do a little electioneering' for favored candidates. In some cases the department head has personally passed the ballot box, although the department directors are supposed to perform this function. Laxity characterized the collection of the ballot boxes (in one case they lay on a department head's desk for days) and carelessness was found in the general conduct of the elections.

"While Charles Leeke, president of the executive board, devotes considerable time to E. M. B. A. business, he is a regular 'machine fixer' and does not have sufficient time to carry the burden of countless details incident to the proper administration of the plan. Much of the responsibility, therefore, falls upon Mr. Zinkin, to whom, with his office staff, the executive board has delegated certain functions such as employment and personnel work and the follow-up and execution of all decisions of the executive board, etc. Mr. Zinkin is empowered, according to Mr. Leeke, to sign 'E. M. B. A.' on routine notices

of overtime, etc., but is supposed to consult Mr. Leeke in each case. This is apparently not always done. Notices 'stand' unless some complaint is made. All this makes for confusion. One of the investigators saw a notice on the bulletin board signed 'The Management,' the purport of which was virtually at variance with a more recent decision of the executive board of which there was no mention. Mr. Zinkin is the court of last resort in discharge cases except for appeal to the executive board. On a list of department heads used by the company, A. Zinkin appears as 'department head' of the E. M. B. A. Mr. Zinkin's official title is 'Assistant to Mr. J. A. Goodman.' Mr. Zinkin considers himself as a representative of the interest of the employees. Employees close to the E. M. B. A. state that Mr. Zinkin is 'J. A.'s man.' The president of the executive board in reply to a question as to whom Mr. Zinkin represents, said he was 'fifty-fifty'."

In contrast to this condition looms the story of industrial relations in Philadelphia mills where the union is recognized. There the workers work 44 hours a week, with a five per cent increase in wages over the old

scale. Skilled workers with a small labor turnover are secured and held. Co-operation is achieved. Good feeling exists. One firm refused to employ a detective agency which was anxious to start breaking up the union. Suspicion does not exist. The technical contribution is great.

"On the basis of much testimony it may be said that the union stands for the elimination of waste and the increase of efficiency; that it will not tolerate other than a high standard of workmanship; that it advocates the maximum production; that it seeks to adjust its wage scale and hours in a way that is fair both to the workers and to the manufacturers; that it makes allowances for the stage of technical development of each plant and the competitive conditions which it faces; and that it takes into consideration changing styles, the development of inventions and technique, and the necessity for adjustments which are to the mutual advantage of piece workers and employers."

In short the old story is repeated. The bona fide union is revealed as a civilized and civilizing force in industry, whereas the company union increases chaos and suspicion.

Buy Union Stamped Shoes

We ask all members of organized labor to purchase shoes bearing our Union Stamp on the sole, inner-sole or lining of the shoe. We ask you not to buy any shoes unless you actually see this Union Stamp.



Boot & Shoe Workers' Union

Affiliated with the American Federation of Labor

246 SUMMER STREET, BOSTON, MASS.

COLLIS LOVELY
General President

CHARLES L. BAINE
General Secy-Treas.

GLOVES

Postpaid

SABIN COMPANY GLOVES,

No. 109 Linemen's Grey Buffed hand,
all leather to knuckles-----\$1.35 pair
No. 206 Grey Buffed hand, all leather
to knuckles outseam----- 1.50 pair

536-38-40 West
Federal Street Youngstown, Ohio

MYSTERIES OF VOICE, LINE, COLOR TRANSMISSION EXPLAINED

(Continued from page 296)

circuit an inductance coil consists of one or more turns of wire and may or may not contain an iron core. When an electric current is sent through a circuit containing such a

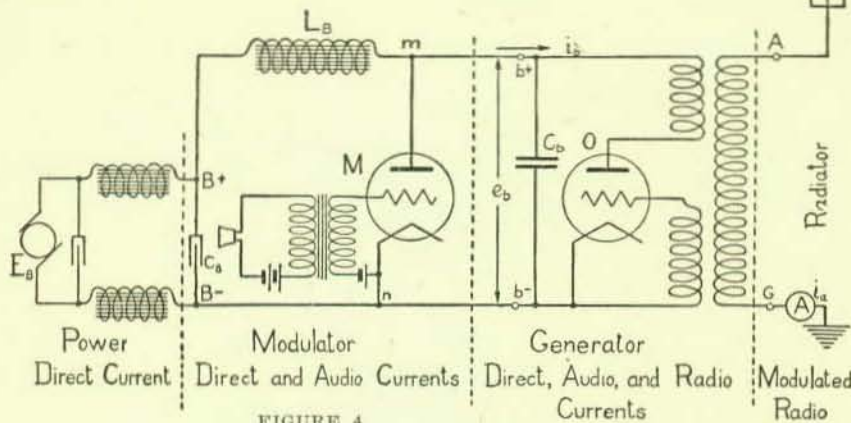


FIGURE 4

coil some of the energy of the circuit is first stored in the magnetic field surrounding the coil. Or to be more explicit the current in the wire builds up a magnetic field, and this magnetic field is a field of energy.

The condenser in a radio circuit may be merely two plates separated by an air space or merely two separate conductors near each other, or merely one conductor in the air commonly called the antenna and the ground under it with the space intervening. If a source of e. m. f. be connected to such a condenser a charge of electricity will momentarily flow into the separate conductors. This charge will soon cease flowing, but so long as the condenser remains charged an electrostatic field exists between the plates, and this electrostatic field is also a seat of energy.

If now a charged condenser be connected to an inductance coil as shown in Figure 2, the discharge is in the form of an electric current. But we have just seen that under such a condition the energy becomes stored in the magnetic field surrounding the coil. There is thus first a storing of energy in the condenser, then on discharge this energy is transferred to the magnetic field, then back to the condenser and so on. The energy is said to oscillate back and forth between the condenser and the inductance. It does, however, more than merely oscillate. At every oscillation it starts in the ether an impulse which travels out into space in much the same manner as the wave set up in the water of a pond when a pebble is dropped into it.

The number of impulses that are set up per second are determined by the number of oscillations of the energy per second, and this in turn is determined by the magnitudes of the inductance and capacitance in the circuit. This is analogous to the manner in which the frequency of a vibrating string is determined. If the string has large mass (inductance) and is stretched lightly, it will vibrate slowly. If on the other hand the mass is small and the tension is high the frequency will be high. The frequency of the electromagnetic waves is thus determined by the inductance and capacitance (condenser) of the circuit. The electromagnetic waves set up by such an oscillatory system are the agency by which the characteristics of the sound produced at the broadcasting station are transferred through space.

Vacuum Tube Important Medium

But where does the vacuum tube come in? If the inquirer will refer to the May issue of

the JOURNAL he will find there described the operation of the vacuum tube as an oscillator. The oscillating energy in the vacuum tube plate-filament circuit by electromagnetic induction sets up like oscillation in the an-

problem is to change, or to modulate these waves so that they will vary in magnitude and frequency with the characteristics of the music or speech at the transmitting end. There are several different schemes for accomplishing this, but we are not at present concerned with the exact details of modulation but with the principles involved. As the source of the electromagnetic waves are oscillating currents in the plate-filament circuit of the generator tube, it seems almost obvious that the electromagnetic waves can be modulated by modulating the currents causing them. The connections for the several circuits of a radiotelephone transmitter set are shown in Figure 4. The set consists of four distinct parts. To the right is the radiator unit consisting of the antenna, secondary of the transformer and the connection to ground. Next to the radiator unit and coupled thereto is the generator of the high frequency waves. This consists of the vacuum tube O, the primary of the transformer C_b. The oscillations of the electric current between the plate and filament of this tube generates by induction electromagnetic waves which are radiated into space by the antenna. These waves are the carriers of the energy from the broadcasting station to the listeners' receiving sets. In their unmodulated form they produce no sound in the receiver as their frequency is so high that the ear cannot detect them. In

HANDY, HANDSOME, CONVENIENT

Door-A-Robe

(Patent applied for)



Product of a Brother Electrical Worker. Endorsed by L. U. 569, San Diego, Calif.

This device of Brother C. G. Shepherd will be valued in any home.

In these days of apartments it is almost indispensable.

Patronizing Shepherd is a boost for organization spirit.

PRICE ONLY \$2.50

Send All Orders to E. P. KILCOYNE

621 6th Street,

San Diego, California

order to produce sound at the receiver, these waves must have impressed on them the characteristics of sound. Connected to the generator is the modulator which, as shown, consists of a vacuum tube, to the grid-filament circuit of which is coupled a telephone transmitter. The sound entering the transmitter modulates the transmitter current in exactly the same way as in the ordinary wire telephone. This modulated current through electromagnetic action produces an alternating e. m. f. in the secondary of the induction coil. This alternating e. m. f. in turn controls the plate-filament current of the modulator tube as was explained in the April issue of the JOURNAL. But the plate and filament of the modulator tube are connected to the plate-filament circuit of the generator tube. The characteristics, that is, different frequencies and intensities of the sound entering the transmitter of the telephone are thus impressed upon the high frequency waves issuing from the generator tube. The sole function of the modulator tube and associated elements of the modulator circuits is to give the electromagnetic waves issuing from the antenna the varying frequencies and intensities of the sound waves. These waves when received in the receiving set reproduce the sounds that originally were impressed on the waves.

It is not my purpose in this article to give detailed explanations of the operation of receiving sets, nor how the modulated wave actuates the receiver circuits. These explanations are given in books on radio and in other articles in the JOURNAL. My aim is to make clear the general principles involved in transmitting signals of all kinds by radio. These principles may be summarized as follows: First, there are generated electromagnetic waves which in nature are the same as light waves but of much lower frequency. Then these waves have impressed on them the characteristics of the signal to be transmitted. The waves are then said to be modulated. By properly designed apparatus these modulated waves are made to reproduce the signal at the receiving station. In radio telephony the modulation is produced by sound, in television and telephotography the modulation is produced by light. The how will be the subject of the next article.

WHAT ABOUT LINE VOLTAGE IN SOCKET-POWER RADIOS?

(Continued from page 302)

transformer. This will serve to bring the secondary voltages well within the requirements of the average reliable vacuum tube. "In the properly designed A. C. tube receiver," says Dr. Alfred N. Goldsmith, chief broadcast engineer of the Radio Corporation of America, "it is possible to tap the primary for line voltages from 105 to 115, and with another tap from 115 to 125." Thus it may be seen that on a line whose potential is 110 volts, the first position of the high-low switch will properly operate the tubes within 5 per cent of the voltage fluctuation, while in its second position, the switch will provide proper tube operation in the neighborhood of 120-volt average line potential.

It may be assumed from the foregoing that there is really no serious line voltage problem. In our metropolitan areas, this is substantially true. In some of our sparsely-settled suburban districts and rural sections, however, due to the long transmission lines and limited transformer facilities, the matter assumes a different aspect. But radio engineers have given careful consideration to the problem of compensating for extreme fluctuations in line voltage, and there are now on the market many efficient devices designed to overcome variations of this sort.

A simple solution is a variable resistor in

the input or primary circuit. Figure 1 will make this clear. In order that we may have a regulating effect in connection with the usual radio power unit, a resistance value of several hundred ohms is necessary. When this primary resistance is employed, the lowest voltage tap on the primary should be used, the series resistance reducing the input voltage to the desired figure. The power clarostat, shown in our diagram, has a 25-500 ohm range, and provides an eminently satisfactory line voltage control.

Figure 2 shows the strategic points to be controlled in the A. C. tube receiver. By long odds, the most important is the primary of the power transformer. Suitable control of this unit will serve, not only to compensate for all fluctuation in line-voltage, but also to increase or decrease the voltage of all circuits in a group. A power clarostat (25-500 ohms) will do this job well. The C voltage, or grid bias for the tubes, may be obtained by the use of standard clarostats, shunted by 2-mfd. by-pass condensers, and connected as indicated.

Though it is unquestionably true that satisfactory results may be obtained with approximate plate voltages and grid bias for the various tubes, a critical ear will readily detect the lack of precise plate voltage and grid bias. But it must be remembered that the object of variable plate voltage and grid bias is not to provide additional controls, but rather to balance the outfit for accurate requirements until new tubes or other changes in equipment demand a readjustment of plate and C voltages.

Figure 3 shows a power unit provided with suitable resistances for accurate plate and C voltages. A full-wave filament rectifier is shown, but the use of a half-wave filament or again a gaseous rectifier may be employed without affecting the resistance scheme.

Each B tap is provided with a variable resistance which enables the user to set the plate voltage at the value which has been found to give the best results. In addition, a heavy-duty variable resistance supplies the C or grid bias voltage. The resistors are arranged for a minimum interaction. This avoids bothersome voltage changes and reduces the possibilities of "motor-boating" to negligible proportions.

PEACE DOCTORS ISOLATE DREAD WAR BACILLUS

(Continued from page 288)

the American Peace Society a wider foundation upon which to rest its labors, but also data that may prove of value to all persons interested in the international implications of industry, this commission recommends to the directors of the American Peace Society:

"1. That they determine whether existing agencies may not now be engaged upon programs which will furnish much of the factual material sought.

"2. That, in the event the directors find that there now exists, or may soon be brought into available form, the compiled data in these fields, they consider the question whether the society may not well undertake the consolidation and publication or distribution of such material as pertains to the peace movement.

"3. That, in the absence of adequate existing agencies for the purpose described, the directors of the society consider the creation of some group, or commission, to undertake an investigation of the facts in industry having pertinent relation to the maintenance of peace and to report thereon to the society."

PRICE LIST OF SUPPLIES

Application Blanks, per 100.....	\$.75	Ledger, Financial Secretary's, 200 pages.....	4.50
Arrears, Official Notice of, per 100.....	.50	Ledger, Financial Secretary's, 400 pages.....	8.75
Account Book, Treasurer's.....	1.00	(Extra Heavy Binding).....	
Buttons, S. G. (medium).....	1.00	Labels, Metal, per 100.....	1.25
Buttons, S. G. (small).....	.75	Labels, Paper, per 100.....	.15
Buttons, R. G.....	.60	Labels, large size for house wiring, per 100.....	.35
Buttons, Cuff, R. G., per pair.....	2.50	Obligation Cards, double, per dozen.....	.25
Button, Gold-faced Diamond Shaped.....	2.00	Paper, Official Letter, per 100.....	.75
Books, set of.....	14.00	Permit Card, per 100.....	.75
Book, Minute for R. S. (small).....	2.00	Rituals, extra, each.....	.25
Book, Minute for R. S. (large).....	3.00	Receipt Book (300 receipts).....	2.00
Book, Day.....	1.50	Receipt Book (750 receipts).....	4.00
Book, Roll Call.....	1.50	Receipt Book, Financial Secretary's.....	.35
Carbon for receipt books.....	.05	Receipt Book, Treasurer's.....	.35
Charm, vest chain slide.....	5.00	Receipt Holders, each.....	.25
Charters, Duplicate.....	1.00	Ring, 14 karat gold.....	9.50
Constitution, per 100.....	7.50	Ring, 14 karat green and white gold.....	10.00
Single Copies.....	.10	Seal, cut of.....	1.00
Electrical Worker, Subscription per year.....	2.00	Seal.....	4.00
Envelopes, Official, per 100.....	1.00	Seal (pocket).....	7.50
Ledger, loose leaf binder, Financial Secretary's, 26 tab index.....	6.50	Traveling Cards, per dozen.....	.75
Ledger pages to fit above ledger, per 100.....	1.50	Withdrawal Cards, with Trans. Cds., per dozen.....	.50
Ledger, Financial Secretary's, 100 pages.....	3.00	Working Cards, per 100.....	.50
		Warrant Book, for R. S.....	.50

FOR E. W. B. A.

Application Blanks, per 100.....	.75	Constitution and By-Laws, per 100.....	7.50
Book, Minute.....	1.50	Single Copies.....	.10
Charters, Duplicates.....	.50	Rituals, each.....	.25
		Reinstatement Blanks, per 100.....	.75

METAL



1225

LABEL

NOTE—The above articles will be supplied when the requisite amount of cash accompanies the order. Otherwise the order will not be recognized. All supplies sent by us have postage or express charges prepaid.

ADDRESS, G. M. BUGNIAZET, I. S.

LOCAL UNION OFFICIAL RECEIPTS FROM APRIL 11 TO MAY 10, 1928

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS				
International	557	112	696621	696628	249	634102	634110	389	525560	525577	586	682644	682689
Office	1	113	134450	134480	250	985597	985640	391	41203	41205	587	242903	242930
Organizing Committee		114	733530	733534	251	988869	988935	393	731791	731810	588	958389	958498
T. C. Vickers		115	699901	699918	254	98309	98331	396	929858	929896	591	712571	712600
95353	95406	116	872850	872922	256	850138	850190	397	919296	919390	594	823897	823909
249784	249808	117	724105	724125	257	735990	736020	400	169588	169650	595	192261	192402
334501	334570	119	989433	989446	258	687951	687959	401	202171	202175	596	37971	37982
151692	152250	120	224251	224257	259	167364	167428	402	211567	211721	599	614701	614727
124871	124937	120	678285	678300	263	736341	736391	405	738509	738536	601	788653	788116
187911	188130	124	327751	327926	264	698761	698771	407	731742	731745	603	51429	51435
27939	28000	124	196210	196500	265	566602	566618	408	216121	216175	610	726314	726319
30242	30400	125	252001	252582	266	97389	97396	411	680785	680802	611	603198	603206
30434	30412	129	860513	860522	267	679260	679267	413	137658	137812	613	28635	28745
36601	36793	130	140481	140780	269	229510	229678	415	56341	56367	614	732014	732019
36801	36893	131	980444	980456	270	693957	693963	416	772851	772864	619	412064	412074
987031	987073	133	32339	32354	271	631474	631500	418	842831	842880	622	584563	584568
277501	277950	135	991516	991538	271	270751	270759	421	691691	691730	623	703468	703476
33879	33994	136	20819	20902	273	710819	710821	425	731475	731480	624	712031	712051
153918	154131	137	215516	215520	274	964551	964559	426	861019	861028	625	543521	543542
581226	581250	138	31455	31472	275	734816	734841	427	963189	963216	627	852176	852189
171751	171710	140	17016	17071	276	706002	706020	429	698454	698481	629	159839	159875
682996	683032	141	154505	154581	278	723433	723465	430	989164	989188	630	863486	863493
499947	499968	145	51611	51680	279	870136	870150	431	9594	9600	631	583408	583424
694843	694874	146	988511	988517	279	969001	969005	431	989701	989701	636	347901	347936
326251	326610	150	981315	981352	281	219819	219862	434	729704	729713	640	609567	609605
248211	249000	151	814208	81449	285	719861	719875	435	870511	870580	641	419397	419398
191766	192000	152	994501	994530	286	710311	710324	437	212691	212838	642	29400	29423
323251	323462	153	807316	807338	288	618674	618692	442	613576	613586	646	820431	820433
26859	26942	154	841563	841582	291	188098	188112	443	687424	687444	649	841256	841305
634801	634808	155	417510	417510	292	177671	177750	444	46195	46241	651	711100	711111
100361	100500	156	981941	981980	292	255751	256105	448	55956	56030	653	729419	729436
232501	232659	157	727665	727685	295	992104	992113	449	184395	184409	661	984383	984401
288001	288066	159	812090	812126	298	874819	874896	450	46085	46094	664	36870	36893
78528	78540	161	50881	50915	299	968112	968116	458	874091	874130	665	342001	342012
827421	827452	163	89574	89640	300	851846	851850	461	255050	255073	665	58798	58800
966331	966365	164	171539	171740	301	434693	434700	465	213949	214065	666	958854	958885
150062	150085	169	718917	718928	301	993901	993903	466	689161	689210	668	499150	499161
441327	441346	172	12175	12183	303	528096	528098	468	296135	296149	669	921232	921233
861739	861750	173	720502	720518	305	306585	306602	471	46452	46500	675	967543	967579
219001	219106	177	695871	695970	307	878520	878532	471	972001	972017	677	69823	69853
13968	14115	178	397038	397048	309	144231	144425	474	99133	99220	679	27495	27495
920601	920693	180	871098	871130	310	25262	25358	477	982281	982310	680	712874	712880
226503	226803	181	168215	168302	311	240764	240831	479	713951	713990	681	771582	771599
216946	217037	183	687733	687760	312	237016	237069	481	131388	131430	683	927534	927569
173698	173933	184	816189	816203	314	685711	685759	483	107631	107640	684	479420	479441
726205	726214	185	871901	871923	315	50367	50393	488	642707	642750	685	681735	681744
92370	92514	186	707502	707519	316	991811	991836	488	96751	96776	686	690993	691010
738280	738290	187	986731	986786	318	688488	688500	492	234777	234818	688	18128	18150
733521	733530	188	432241	432249	319	970801	970835	493	427252	427280	695	620720	620742
90941	91110	190	719334	719352	319	690659	690670	497	54533	54540	696	233301	233465
450561	450577	191	984936	984960	321	535421	535437	500	711601	711610	697	145699	145875
136771	136950	192	692033	692058	322	97408	97416	501	701941	702000	702	172658	172884
734361	734393	193	962683	962700	323	597518	597570	501	165114	165280	704	39188	39221
986108	986146	193	993001	993030	324	837951	837961	503	697811	697857	707	575174	575190
234040	234088	194	261116	261370	325	47372	47400	509	33810	33822	710	844566	844579
197355	197405	195	146664	146750	325	696901	696930	515	631233	631238	711	31266	31394
678191	678230	196	254286	254357	326	695334	695392	516	683493	683506	712	931888	931917
775102	775125	197	11030	11035	328	699101	699137	517	733273	733282	713	54881	54880
855378	855437	199	781968	781970	329	720277	720300	520	30248	30282	713	244501	244700
44423	44423	200	321045	321118	329	996001	996013	521	720697	720704	716	220501	220670
803601	803730	201	723683	723685	332	214577	214636	522	950157	950201	716	122162	122250
803041	803110	203	34739	34753	333	262127	26211	526	962143	962152	717	93271	93337
215391	215530	205	983140	983159	334	277347	277351	527	992706	992734	719	687078	687094
44111	44210	208	678566	678599	336	53548	53552	528	774590	774628	722	872185	872201
945411	945440	209	781295	781332	337	55061	55068	532	129239	129271	723	142790	142831
190411	190500	210	174923	174987	338	730871	730880	533	963311	963312	728	949021	949050
264001	264110	212	155251	155244	339	686890	686915	535	122578	122610	729	14666	14675
213181	213400	212	641220	641250	341	777226	777235	536	446981	446993	732	829986	830028
857964	857978	213	943014	943346	343	706078	706084	537	838707	838730	734	225793	225900
23332	23338	214	145355	145500	345	681365	681400	538	382483	382500	735	735092	735104
969603	969610	214	718252	718265	347	130934	130993	538	333751	333755	743	22039	22070
58196	58255	216	833071	833075	348	73306	73306	540	679161	679165	746	362077	362096
7466	7469	217	983420	983423	350	995401	995405	544	697331	697331	756	387482	387488
135323	135380	219	455681	455693	350	432585	432600	545	725350	725390	757	41960	41987
49232	49262	222	965740	965752	352	555134	555147	548	848150	848165	759	734462	734468
842511	842513	224	930640	930680	353	94215	94500	549	680339	680393	760	839148	839159
70957	71040	225	35077	35099	353	285601	285613	551	290763	290782	762	685068	685107
71641	71793	225	971701	971719	354	473636	473654	555	987301	987330	763	988226	988242
250578	250871	226	471722	471750	355	434066	434073	556	91296	91313	765	24441	24449
162686	163040	227	200081	200085	356	44962	44981	558	39123	39127	767	62950	62950
66654	66810	229	683775	683784	358	16176	16228	559	52361	52372	770	689858	689898
31916	31921	230	88719	88767	361	633477	633479	560	725037	725050	771	330419	330428
897376	897404	232	264752	264768	362	679941	679948	561	86324	86324	773	143005	143036
166964	166969	233	36509	36525									

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
835	840917	840926	995	704939	704947	586	682685-686	124	196420.
838	52774	52797	996	60710	60717	587	242926.	125	252418.
842	131162	131168	1012	879651	879652	640	609599-603.	131	980456.
849	15161	15168	1024	68537	68613	711	31381-31390.	151	814328.
854	690454	690478	1029	46612	46632	982	29766, 770, 779, 797.	164	171566, 587.
855	984067	984111	1031	591061	591068	1101	459294-298.	177	695885.
857	240344	240354	1032	982882	982898			178	397039.
858	924517	924621	1036	633209	633220			191	984938.
862	972601	972607	1037	856541	856630			230	88726.
862	45581	45600	1042	364444	364448			245	69480.
863	728257	728276	1045	280008	280015			249	634103.
864	824813	824850	1047	535228	535257			259	167386.
865	17688	17858	1054	732940	732951			299	968116.
868	708080		1057	104133	104157			309	144276, 389.
869	546349	546352	1072	730658	730677			315	50367.
870	96154	96200	1086	724739	724761			326	695346.
874	37411	37458	1095	51762	51781			345	681394.
875	36145	36158	1099	692520	692544			347	130939, 952, 969.
885	984613	984638	1101	459281	459300				975.
886	258764	258777	1105	861891	861896			348	73442.
890	706264	706266	1108	51181	51193			373	11945.
892	964248	964266	1118	47025	47034			384	724282.
900	875773	875782	1131	994201	994206			401	202175.
902	990019	990047	1131	6897	6900			405	738523.
910	334555	334578	1135	31091	31099			415	56341.
912	5113	5150	1141	990913	990937			416	772863.
914	72107	72119	1144	533675	533682			418	842836.
915	16783	16790	1147	987637	987664			468	296146-149.
918	722261	722290	1154	374978	375000			483	107685, 687.
919	59172	59176	1154	322501	322510			492	234806.
923	855960	855962	1156	194503	194614			527	992721.
924	36921	36923						569	142488, 518, 532.
929	696095	696110							546, 152795, 821.
931	862393	862398							860, 881.
937	686340	686371						578	586460.
948	106059	106167						581	922478.
953	133614	133640						584	247319.
956	632502	632508						595	192345.
963	38310	38313						599	614715.
968	869384	869388						601	788667.
969	677045	677056						624	712046.
970	702777	702781						664	36881.
972	875387	875393						677	69849.
978	325501	325514						702	172684, 686.
978	711592	711600						763	988227.
982	29767	29800						765	24446.

Organizing Committee—
T. C. Vickers.
95356-358, 363, 249801.

PREVIOUSLY LISTED MISSING—RECEIVED

76—135157, 169274-280.
146—988505.
214—840086, 090.
219—455679.
259—167386.
274—964548-549.
321—735381-390.
679—27484-27491.
787—915871-874.
855—984065.
868—708071-075.
923—855789.
963—38300.
982—29735, 740.
1072—730656.
1091—715724-745.

BLANK

164—171735.
312—237061-065.
321—735385-390.
325—47400.
581—222786-790.

PREVIOUSLY LISTED VOID—NOT VOID

269—1369.

New Lighting System Provides "Daylight" Tunnel

One of the most puzzling scientific problems of the new Holland Tunnel, opened on November 13, 1927, to provide a roadway underneath the Hudson River between New York City and New Jersey, was due to the fact that the sun might be shining outside. Drivers of automobiles, coming suddenly into the tunnel from the bright sunshine, might find themselves temporarily unable to see the roadway or objects ahead, as may happen whenever one leaves full sunlight to enter an artificially lighted room. Twenty or 30 years ago, when old-fashioned covered bridges were still in general use, drivers sometimes found themselves almost blind on entering these dim structures on bright sunlit days. With modern rapid vehicles such incidents might be serious. For this reason ordinary methods of artificial lighting were not considered suitable for the new tunnel. By collaboration between lighting experts of the Westinghouse Lamp Company and the tunnel engineers, headed by Chief Engineer Ole Singstad, novel lighting methods have been devised to make the transition from the bright daylight to the artificial light of the tunnel almost imperceptible to the driver.

SENSE FROM CONGRESS

"Under our present industrial system, where it is often cheaper to expose the workers to injury and death than install safeguards which will prevent accidents, service in the factory, in the mine and on the railroads is attended with as much danger frequently as it is on the field of battle. More people are killed in our industries than in our wars."—Representative Victor L. Berger of Wisconsin.

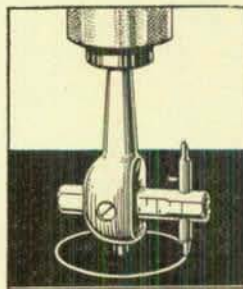
NOTICE

FORT WORTH, TEXAS

Anyone knowing the address of Ed. Loftus, card No. 400512, kindly notify Chas. Funkhouser, F. S. No. 156, Box 251, Ft. Worth, Texas.

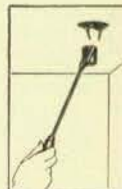
We become so accustomed to disguise ourselves to others that at last we are disguised to ourselves.—*La Rouche Foucauld.*

Every man is valued in this world as he shows by his conduct that he wishes to be valued.—*La Bruyere.*



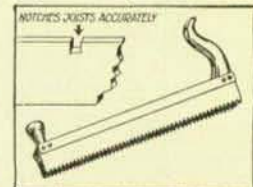
"JIFFY" JOIST NOTCHER

Saves hard tiresome work! Makes your job easy and cuts neat slots just the right depth for 1/2" and 3/4" conduit. Money back if you aren't satisfied. New low price only \$3.00.



"JIFFY" SOLDER DIPPER

Easiest way to solder pig-tail joints. Thousands of electricians use them every day. Prevents painful burns. Lasts a lifetime. Won't smoke the plaster. Solders 50 to 60 joints with one heat. Use it once and be convinced.



FOR SAFETY — USE "JIFFY" TOOLS!

Safest and Easiest to Use

"JIFFY" JUNIOR CUTTER

An improvement in the design of the JUNIOR Cutter makes it possible to use in either a brace or in a drill press. New high speed tool steel knives last longer and cut easier, packed four set—8 cutting blades—to a box. Cuts holes in boxes up to 3" in diameter, also bakelite and other materials. Calibrated toolholder makes it easy to adjust. K. O. attachment for knockouts.

Satisfaction Guaranteed!

If any "JIFFY" Tool you purchase does not please you in any way and you feel that it is not worth its cost—send it back to us and your money will be refunded promptly without red tape!

PAUL W. KOCH & COMPANY,
Room 400, 19 S. Wells St., Chicago.

Enclosed find \$.....

- ☐ Send me a Jiffy Dipper @ \$1.00.
☐ Send me a Junior Cutter @ \$3.00.
☐ Send me a Box of Knives @ \$1.00.
☐ Send me a Plaster Cutter @ \$4.00.

Name

Street

City

6-28

Buy "Jiffy" Box Connectors—Your Jobber has them

Houston, Kansas City, Washington



NEILS-ESPERSON BUILDING
HOUSTON

¶ Great national conventions—floods of oratory—election and afterwards Washington.

¶ Behind political campaigns lie unsleeping economic issues. Unemployment, distribution of wealth, fair wages, cost of living, child labor—these problems are always with us whether John Jones or Alexander Swellneck becomes president.

¶ These problems are peculiarly labor's problems. By their solution, partial or positive, the future of organized labor advances or recedes.

¶ Every month your official Journal chronicles economic issues. It presents problems. It analyzes problems. It offers proposed solutions of problems.

¶ Your official Journal stands on guard in campaign and out of campaign. It believes action is more important than oratory, and hard thinking more valuable than emotion. It serves you 365 days a year. All it asks is that you read it faithfully.

Electrical Workers' Journal

ALL men are created wicked and are endowed by their Creator with certain limited privileges—that among these are Life (if you don't drink), Liberty (if you conform) and the pursuit of Gloom. That to secure these privileges, Governments are instituted among men, deriving their just powers from the consent of the Ku Klux Klan, the Anti-Saloon League, the W. C. T. U., the Lord's Day Alliance, The American Defense League, the Key Men of America, the Watch and Ward Societies, the Anti-Vice Associations, and every variety of Crusader, Vigilant, Reformer and Crank.

ARTHUR GARFIELD HAYS,
"Let Freedom Ring."

